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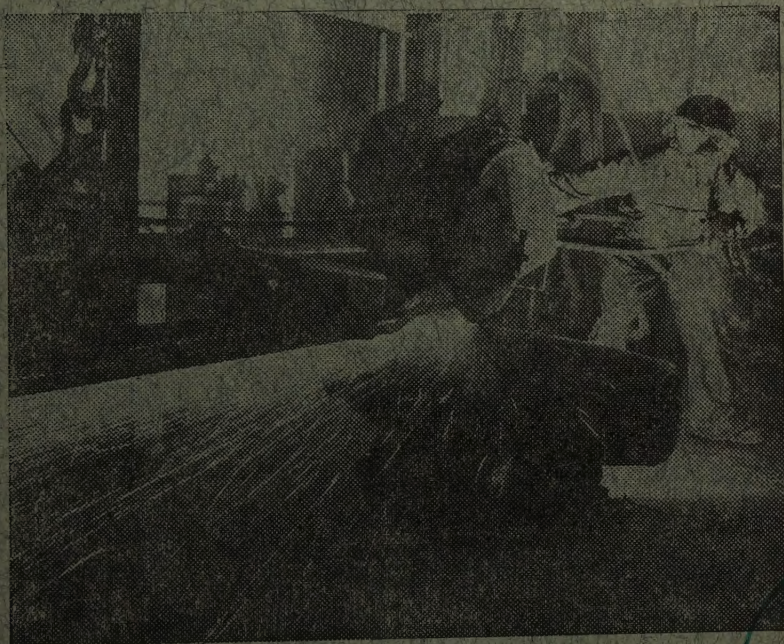
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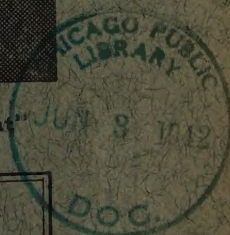
THE Labour Gazette

Published Monthly

Department of Labour



A Canadian Worker contributing to "The Target for To-night"



In this Issue:

*Establishment of National Selective Service
in Canada*

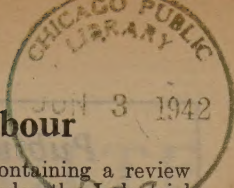
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Functions of the Department of Labour



Labour Gazette.—The monthly publication of the LABOUR GAZETTE containing a review of the industrial situation throughout Canada, a record of proceedings under the Industrial Disputes Investigation Act, statistics of wages and hours, wholesale and retail prices in Canada and other countries, strikes and lock-outs, industrial accidents, summaries of laws and legal decisions affecting labour and other information on current matters of industrial and labour interest.

Labour Statistics and Information.—The collection, compilation and publication of statistics of wages, hours, prices, cost of living, strikes and lock-outs, industrial accidents and industrial agreements, also of reports on labour organization and organization in industry, commerce and the professions; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

Industrial Disputes Investigation Act, 1907.—The administration of the Industrial Disputes Investigation Act, Chap. 113, R.S.C., 1927, which provides for the establishment of Boards of Conciliation and Investigation in cases of disputes affecting mines, agencies of transportation and communication and certain public utilities. In November 1939, the scope of the statute was extended to cover war work. Preliminary inquiries under the Act are made by the Industrial Disputes Inquiry Commission.

Conciliation.—The administration of the Conciliation Service of the Department is under the Conciliation and Labour Act, R.S.C., 1927. It provides for the maintenance of a staff of officers at various points, including a Chief Conciliation Officer with headquarters at Ottawa, whose services are utilized in the adjustment of labour disputes.

National Selective Service.—The administration of the Government's manpower mobilization policy, including the maintenance of a man-power inventory; the determination of who may enter restricted occupations and industries; the allocation of labour requirements to essential industries.

Wartime Bureau of Technical Personnel.—This Bureau organizes the placement of scientific and technical engineering personnel for war industries and the government service.

National War Labour Board.—This tribunal, with its regional divisions, is responsible for:

(a) The administration of the Government's wartime wages stabilization policy as set forth in Order in Council P.C. 8253.

(b) The administration of the Fair Wages and Hours of Labour Act, 1935; and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors.

Unemployment Insurance Commission.—This Commission administers the Unemployment Insurance Act, 1940, which provides for an unemployment insurance system and a federal employment placement service operated through local Employment and Claims Offices.

Combines Investigation Act.—The administration of the Combines Investigation Act, Chap. 26, R.S.C., 1927, an Act to provide for the investigation of combines, monopolies, trusts and mergers.

Technical Education.—The administration of the Technical Education Act, Chap. 193, R.S.C., 1927, which provides for grants to the provinces for the purpose of promoting technical education.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members, or by employers on behalf of their employees.

Youth Training.—The administration of the Youth Training Act, 1939.

War Training.—Administration of Dominion-Provincial War Emergency Training Program.

Labour Legislation in Canada.—The compilation and publication of reports containing the text of the labour laws of the Dominion and of the Provinces.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization (League of Nations).—The collection and transmission of information required by the International Labour Conference and office; correspondence with Federal and Provincial Government departments and with organizations of employers and employees relative thereto; the representation of Canada at the International Labour Conference and on the Governing Body of the International Labour Office.

Publications of the Department of Labour

Labour Gazette

Published monthly in English and French, SUBSCRIPTION RATES: Canada, United States and Mexico, 20 cents per annum, postage prepaid. All other countries, \$1 per annum, postage prepaid. Subscriptions are payable in advance and should be addressed, with postal note or money order to Circulation Manager, Department of Labour, Ottawa. Bound volumes for 1940 and for earlier years are available at \$2 each.

Annual Report of the Department of Labour—

An outline of the activities of the Department during the fiscal year ended March 31, 1940. PRICE, 25 cents.

Unemployment Relief—

Reports of Dominion Commissioner: FREE ON APPLICATION.

Employment Service of Canada—

Annual Report of the Director. FREE ON APPLICATION.

Dominion Government Annuities—

Annual Report of the Superintendent. Booklets, Table of Rates, etc. FREE ON APPLICATION.

Combines Investigation Act—

Report of Commissioner on Alleged Combine in the Distribution of Fruit and Vegetables in Western Canada, Feb. 18, 1925. PRICE, 20 cents.

Report of Registrar on Alleged Combine Limiting Competition in the Marketing of New Brunswick Potatoes, June 9, 1925. PRICE, 20 cents.

Report of Registrar on Alleged Combine in the Manufacture and Sale of Bread in the City of Montreal, March 25, 1926. PRICE, 10 cents.

Report of Commissioner on Alleged Combine in the Distribution of Fruits and Vegetables Produced in Ontario, July 31, 1926. PRICE, 15 cents.

Interim Report of Registrar on the Proprietary Articles Trade Association, an alleged Combine of Wholesale and Retail Druggists and Manufacturers, established to fix and maintain Resale Prices of Proprietary Medicines and Toilet Articles, Sept. 6, 1926. PRICE, 10 cents.

Report of Commissioner on the Proprietary Articles Trade Association, Oct. 24, 1927. PRICE, 10 cents.

Report of Commissioner on the Amalgamated Builders' Council and Related Organizations, an alleged Combine of Plumbing and Heating Contractors and others in Ontario, Oct. 31 and Dec. 18, 1929. PRICE, 25 cents.

Report of Commissioner on the Electrical Estimators' Association, an Alleged Combine of Electrical Contractors, in the City of Toronto, October 4, 1930. PRICE, 25 cents.

Report of Registrar on Alleged Combine in the Bread-baking Industry in Canada, February 5, 1931. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Motion Picture Industry in Canada, April 30, 1931. PRICE, 50 cents.

Report of Registrar on Alleged Combine of Tobacco Manufacturers and other buyers of raw leaf tobacco in Ontario, March 4, 1933. PRICE, 25 cents.

Report of Registrar on Alleged Combine in the Importation and Distribution of British Anthracite Coal in Canada, April 21, 1933. PRICE, 25 cents.

Report of Commissioner under Inquiries Act on Anthracite Coal, February 3, 1937. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Distribution of Tobacco Products in Alberta and elsewhere in Canada, August 31, 1938. PRICE, 25 cents.

Report of Commissioner on Alleged Combine in the Manufacture and Sale of Paperboard Shipping Containers and Related Products, March 14, 1939. PRICE, 25 cents.

Report of Commissioner on Alleged Combine of Wholesalers and Shippers of Fruits and Vegetables in Western Canada, October 31, 1939. PRICE, 25 cents.

Labour Organization in Canada—

Published annually. Contains full information on trade unions, their origin, organization, officers, etc., with outlines of chief events in each year in connection with labour activities. PRICE of each annual edition, 50 cents (1932 edition, 25 cents).

Twelfth Report on Organization in Industry, Commerce and the Professions in Canada, 1937. PRICE, 25 cents.

Technical Education—

Annual Report, FREE ON APPLICATION.

Report of Royal Commission on Technical Education, 1913. (In four parts, Part 3 out of print.) PRICE, 50 cents.

Labour Legislation as existing in Canada on December 31, 1937.

Contains text of Dominion and Provincial labour laws. PRICE, one dollar.

Supplement—Legislation in 1940. PRICE, 25 cents.

The Employment of Children and Young Persons in Canada. (December, 1930.) PRICE, 25 cents.

Trade Union Law in Canada. (January, 1935.) PRICE, 50 cents.

Report on Wages and Hours of Labour in Canada, 1940. FREE ON APPLICATION.

Report on Prices in Canada and Other Countries, 1940. FREE ON APPLICATION.

Strikes and Lockouts in Canada and Other Countries, 1940. FREE ON APPLICATION.

Bulletins of Industrial Relations Series:

PRICE, 10 cents each.

No. 1—Joint Councils in Industry.

No. 2—Report of a Conference on Industrial Relations held at Ottawa, February 21-23, 1921.

No. 3—Joint Conference of the Building and Construction Industries in Canada, held at Ottawa, May 3-6, 1921.

No. 4—Employees' Magazines in Canada. OUT OF PRINT.

No. 5—Canada and the International Labour Conference.

No. 6—The International Labour Organization—Laws of Canada bearing on Draft Conventions and Recommendations. OUT OF PRINT.

No. 7—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from September 1, 1920, to September 30, 1923.

No. 8—National Conference regarding Winter Employment in Canada, Sept. 3-4, 1924—Report of Proceedings and Discussion.

No. 9—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1923, to September 30, 1927.

No. 10—Report of Proceedings of Board from Oct. 1, 1927, to September 30, 1930.

No. 11—Government Intervention in Labour Disputes in Canada. OUT OF PRINT.

No. 12—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from Oct. 1, 1930, to September 30, 1933.

No. 13—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1933, to September 30, 1936.

No. 14—Canadian Railway Board of Adjustment No. 1—Report of Proceedings of Board from October 1, 1936, to September 30, 1939.

Report of Judicial Proceedings respecting Constitutional Validity of The Industrial Disputes Investigation Act, 1907, and Amendments of 1910, 1918, 1920.—PRICE, 50 cents.

Review of Dominion-Provincial Youth Training Programme. FREE ON APPLICATION.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—BRYCE M. STEWART

Associate Deputy Minister—A. MACNAMARA

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment at the beginning of February showed a further slight decline, according to returns received by the Dominion Bureau of Statistics from 12,891 firms, each with a minimum of fifteen employees. The staffs of these firms aggregated 1,653,942 persons at February 1, as compared with 1,658,681 at January 1. The crude index, based on the 1926 average as 100, fell from 165.8 at January 1 to 165.4 at the beginning of February, when it was higher than at midwinter in any other year for which statistics are available. At February 1 in immediately preceding years, the index was as follows:—1941, 135.2; 1940, 114.4; 1939, 106.5; 1938, 110.4; 1937, 104.1 and 1936, 98.4.

The movement at February 1 in three of the last five years has been retrogressive, although activity has, on the average, shown a small advance at midwinter in the last twenty-one years. There was accordingly a slight falling-off in the seasonally adjusted index for February 1, 1942. This stood at 171.8, compared with 172.3 at the beginning of January; these two are the highest in the record.

The persons on the paylists of the co-operating establishments at February 1, received \$45,746,190 for services rendered in the week preceding. This was an increase of \$2,404,995, or 5½ p.c., over the aggregate weekly payrolls disbursed by the same firms at January 1. The per capita average in the latest period of observation was \$27.66, as compared with the average of \$26.13 paid at the beginning of January, when the figure had been lowered by the observance of the Christmas and New Year's holidays.

Unemployment in Trade Unions.—At the beginning of March, 1942, the percentage of unemployment among trade union members stood at 4.0 in contrast with percentages of 4.3 at the beginning of February and 6.9 at the beginning of March, 1941. The percentage

for March was based on returns compiled from 2,114 local labour organizations with a total membership of 324,748 persons.

Report of the Employment and Claims Offices.—Reports received from Employment and Claims Offices of the Unemployment Insurance Commission during February, 1942, showed a moderate gain in the average daily placements in employment when a comparison was made with those of the preceding month, but a fairly substantial decline from those of February last year. The most marked changes under the first comparison were gains in manufacturing and construction, but these were largely offset by a noticeable decrease in logging. Under the second comparison heavy reductions took place in construction services and logging. Vacancies in February, 1942, numbered 27,546, applications 45,075, and placements in regular and casual employment 22,410.

Prices and the Cost of Living.—The official index of the cost of living calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 115.9 at the beginning of March as compared with 115.7 for February; 115.4 for January; 108.2 for March, 1941; 104.6 for March, 1940; and 100.8 for August, 1939, the last prewar month. The slight advance recorded at the beginning of March was due to higher prices for certain foods, other groups being unchanged. The advance between August, 1939, and March, 1942, was 15.0 per cent as compared with an increase of 25.2 per cent between July, 1914, and February, 1917, an equal period in the last war. In wholesale prices the Dominion Bureau of Statistics index number on the base of 1926 as 100 was 95.1 for March, 1942, as compared with 94.6 for February; 85.9 for March, 1941; and 72.3 for August, 1939, the last prewar month. The increase in the index between August, 1939, and March, 1941, was 31.5 per cent.

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1942			1941		
	March	February	January	March	February	January
Employment Index ⁽¹⁾		165.4	165.8	135.3	135.2	133.0
Unemployment percentage (trade union members)..... ⁽³⁾	4.0	4.3	5.2	6.9	6.6	7.1
Prices, wholesale, Index ⁽¹⁾		94.6	94.3	85.9	85.2	84.8
Cost of living Index ⁽²⁾	115.9	115.7	115.4	108.2	108.2	108.9
Retail sales unadjusted index..... ⁽²⁾		120.1	128.2	119.2	101.5	102.7
Retail sales adjusted index..... ⁽⁴⁾		154.5	150.9	129.3	130.6	124.2
Wholesale sales..... ⁽²⁾		135.9	132.2	125.1	110.6	106.9
Common stocks index..... ⁽²⁾	161.8	64.7	66.8	66.8	66.5	71.1
Preferred stocks index..... ⁽²⁾	95.6	96.8	99.6	98.7	97.6	101.1
Bond yields, Dominion, index..... ⁽²⁾	199.9	99.3	99.4	100.5	100.8	101.0
Physical Volume of Business Index ⁽⁵⁾		134.3	140.6	124.0	126.1	130.0
INDUSTRIAL PRODUCTION ⁽²⁾		141.3	148.4	133.5	138.3	145.5
Mineral production..... ⁽²⁾		113.7	120.2	122.8	125.0	122.2
Manufacturing..... ⁽²⁾		152.4	158.3	137.3	134.0	141.1
Construction..... ⁽²⁾		103.6	125.8	139.0	223.8	244.4
Electric power..... ⁽²⁾		136.6	142.9	115.8	115.7	116.4
DISTRIBUTION ⁽²⁾		121.9	125.3	107.6	105.1	105.5
Trade employment..... ⁽²⁾		140.4	149.6	117.9	115.8	115.5
Carloadings..... ⁽²⁾		187.6	229.0	122.9	118.8	123.4
Imports..... ⁽²⁾		223.7	199.7	133.6	152.7	171.1
Exports, excluding gold..... ⁽²⁾		154.5	160.9	147.4	148.2	130.1
Producers' Goods..... ⁽²⁾		114.8	118.5	136.5	145.4	151.1
Consumers' Goods..... ⁽²⁾		287,752,712	294,434,021	110.8	108.0	110.1
Trade, external, aggregate..... ⁽⁷⁾ \$		119,555,851	142,126,584	210,940,609	190,155,778	187,335,122
Imports, merchandise, for consumption..... ⁽⁷⁾ \$		166,518,968	150,519,904	107,982,222	89,631,628	98,382,463
Exports, Canadian produce..... ⁽⁷⁾ \$	175,482,000	11,764,449	14,422,656	101,918,653	99,596,443	86,921,463
Customs duty collected..... ⁽⁷⁾ \$		2,892,863,582	3,230,788,844	14,364,899	12,281,977	11,290,622
Bank debits to individual accounts..... ⁽⁷⁾ \$		462,508,080	450,168,680	2,838,145,853	2,540,182,412	2,941,104,102
Bank notes in circulation..... ⁽⁸⁾ \$		1,270,739,068	1,217,143,619	359,965,464	343,836,589	341,455,563
Bank deposits in savings..... ⁽⁸⁾ \$		1,055,488,517	1,052,857,980	1,702,704,381	1,687,027,047	1,668,130,413
Bank loans, commercial, etc..... ⁽⁸⁾ \$				1,015,263,785	1,006,445,346	998,650,175
Railway						
Car loadings, revenue freight cars..... ⁽⁹⁾	252,180	248,548	247,326	230,543	217,935	208,712
Canadian National Railways, revenues..... ⁽⁹⁾ \$	28,706,000	24,950,000	25,967,000	23,528,000	20,243,000	20,927,000
Operating expenses..... ⁽⁹⁾ \$				16,109,606	15,352,471	15,399,000
Canadian Pacific Railway, traffic earnings..... ⁽⁹⁾ \$	20,746,000	18,238,000	18,660,000	16,620,000	14,107,000	14,685,000
Canadian Pacific Railway, operating expenses, all lines..... ⁽⁹⁾ \$		15,234,101	15,476,210	13,373,900	11,498,769	12,019,583
Steam railways, freight in ton-miles..... ⁽⁹⁾				4,001,416,000	3,126,613,000	3,131,230,000
Building permits..... ⁽⁹⁾ \$		4,354,695	6,432,687	8,541,356	5,873,607	4,470,931
Contracts awarded..... ⁽¹⁰⁾ \$	17,850,400	11,052,200	12,880,000	13,991,900	24,704,600	26,579,800
Mineral production—						
Pig iron..... tons		143,973	163,156	102,038	91,165	103,085
Steel ingots and castings..... tons		242,921	259,016	195,481	172,698	186,308
Ferro-alloys..... tons		17,358	18,004	15,201	11,471	15,231
Gold..... ounces			405,664	446,529	412,730	434,259
Coal..... tons		1,693,471	1,897,954	1,543,784	1,501,939	1,777,863
Timber scaled in British Columbia..... bd. ft.		208,681,936	154,440,152	306,444,230	250,486,457	188,300,000
Flour production..... bbls.		1,584,978	1,555,850	1,476,673	1,462,187	1,177,369
Sugar, manufactured..... lbs.				60,847,403	43,313,001	37,921,156
Footwear production..... pairs		2,626,084	2,463,947	2,524,243	2,215,864	1,901,055
Output of central electric stations..... k.w.h.		2,842,463,000	3,226,289,000	2,631,809,000	2,407,068,000	2,634,701,000
Sales of insurance..... \$			42,600,000	33,340,000	31,254,000	28,067,000
Newsprint production..... tons			311,900	275,770	245,610	261,300
Automobile prod., cars, trucks, etc.	20,188	20,181	21,751	26,044	23,710	23,195

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price \$1.00 per year.

† Week ended March 26, 1942.

(1) Base, 1926=100.

(2) Base, 1935-1939=100.

(3) Figures are for the end of the preceding month.

(4) Tentative computation.

(5) Adjusted, where necessary for seasonal variation.

(6) Excluding gold.

(7) Figures for the end of the preceding month.

(8) Figures for four weeks ended March 28, 1942, and corresponding previous period.

(9) MacLean's Building Review.

Business Statistics.—The table on page 382 gives the most recent statistics available reflecting industrial conditions in Canada. Activity in mining, manufacturing, construction, electric power production and in the distribution of goods, is reflected by the index of the physical volume of business. This index in February while considerably lower than in either of the two preceding months was five per cent higher than in February, 1941. The previous high level of activity recorded by the index in 1929 was exceeded in 1940 and considerable expansion has been recorded since that time.

Cumulative totals for the first two months of 1942 as compared with the same period in 1941 show the production of coal 11 per cent greater, production of flour 19 per cent greater, newsprint 16 per cent greater, pig iron 1 per cent, steel 25 per cent, and electric power 20 per cent greater. The figures as to the value of exports increased 69 per cent for the first two months of the present year as compared with January and February in 1941, and imports 39 per cent. Carloadings were about 17 per cent greater in the same comparison and gross revenue of the railroads 7 per cent.

Information available for March shows carloadings, earnings of the railroads, and the value of construction contracts awarded during March to be at higher levels than in February and higher also than in March, 1941.

Strikes and Lockouts.—In March the number of strikes and lockouts recorded was 8, involving 3,770 workers and causing time loss of 23,191 man working days, as compared with 16 disputes in February, involving 2,901 workers with time loss of 23,997 days. In March most of the time loss was due to strikes of coal miners at Springhill, N.S., bakers at Montreal, P.Q., automobile parts factory workers at Windsor, Ont., and biscuit and candy factory workers at Vancouver, B.C. In February most of the time loss was due to two strikes involving gold miners at Kirkland Lake, Ont., and textile factory workers at Lacate Mills, P.Q.

During March, 1941, there were 11 disputes involving 1,135 workers with a time loss of 1,515 days. The only strike of importance involved tannery workers at Oshawa, Ont., causing time loss of 1,250 days.

Of the 18 disputes during March of this year, 16 were terminated, four in favour of employer, four in favour of workers, one in a compromise settlement, while seven were indefinite in result. Two disputes, involving 297 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions

were no longer affected but which had not been called off or declared terminated by the unions concerned.

Industrial Disputes Investigation Act

Seven applications for the establishment of Boards of Conciliation and Investigation were received during the month of March. One board was established and the constitution of three boards established in February was completed. Two boards submitted their reports. Industrial Disputes Inquiry Commissioners were authorized to investigate six disputes in connection with which board applications had been received, as well as one case where no application had been submitted. During the month, Commissioners submitted their reports on the investigation of three disputes and two cases of alleged discrimination. Two disputes were recorded as settled.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 391.

Proceedings under Industrial Disputes Investigation Act during fiscal year 1941-42

In the fiscal year which ended on March 31 considerably more applications were received for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act than in any previous year since the enactment of the statute in 1907. An average of 34 applications per year have been received in the 35 years in which the statute has been in effect, and for the same period an average of 19 boards per year have been established. In the fiscal year just ended 132 applications were received and 45 boards were established. As a result of board procedure, cessation of work was averted or ended in all but 9 of these cases.

The annual report of the Registrar of Boards of Conciliation and Investigation is in the course of preparation. This report will contain full particulars with regard to proceedings under the Industrial Disputes Investigation Act in the fiscal year 1941-42. As soon as the report is available for distribution, an announcement to this effect will be made in the LABOUR GAZETTE.

National Selective Service Policy

Elsewhere in this issue a detailed article is presented outlining the Government's National Selective Service Policy, which was announced by the Prime Minister, Rt. Hon. W. L. Mackenzie King on March 24. The Orders in Council establishing this man-

power mobilization plan are presented in full, together with a brief summary of each Order by way of introduction.

**Appointment of
Director and
Associate
Director,
National
Selective
Service**

Following the announcement of the Prime Minister, Rt. Hon. W. L. Mackenzie King, in regard to the organization and administration of National Selective Service and the responsibility of the Department of Labour in increasing

man-power reserves the Minister of Labour, Hon. Humphrey Mitchell, announced the appointment of E. M. Little as Director of National Selective Service, and of Paul Goulet as Associate Director.

The new Director is one of the highest ranking industrial engineers and business administrators in Canada. Immediately prior to his new appointment he was Director of the Wartime Bureau of Technical Personnel, which has been most successful in supplying war industries with technical experts and scientists.

Born in Beachburg, Ontario, he secured his public and high school education in Haileybury and began his career in the pulp and paper business in 1914 with the Abitibi Power and Paper Co. Limited, at Iroquois Falls, where he started as office boy.

For about fourteen years he remained with the company, going through every department in the business, including office and mill, and finally became assistant mill manager.

His service with Abitibi was interrupted early in 1918 when he joined the Air Force, enlisting at Montreal. Following demobilization in 1919, he entered the Faculty of Applied Science and Engineering at the University of Toronto, and was graduated as a B.A.Sc. in electrical engineering in 1925, having been out one year because of a death in the family. Upon graduation he returned to the Abitibi Company as plant electrical engineer, later became Assistant Manager; he remained there until 1932, at which time he joined the Anglo-Canadian Pulp and Paper Mills, Limited, at Quebec City. In 1933 he was made general superintendent of this Company, and in 1937 he became associated with the Gaspesia Sulphite Company Ltd., an affiliated organization. He is now general manager of the Anglo-Canadian Pulp and Paper Mills Limited and President and General Manager of the Gaspesia Sulphite Company Ltd.

Mr. Little has taken a leading part in the affairs of the Canadian Pulp and Paper Association, being a member of the Executive Council, and vice-chairman of the joint administrative committee in charge of research

in the industry. He has also been chairman of the technical section of the Association and is a member of the Executive Committee of the Newsprint Association of Canada.

His residence is in Quebec, and his services are made available to the government through the generosity of the officers of the two companies by which he is employed.

The Associate Director, Mr. Paul Goulet, has also had a successful career in the sphere of Canadian business and industry. He is a partner in the firm of L. J. Forget and Company, Montreal, with which he has been actively associated for the past 27 years.

He is a past governor of the Montreal Stock Exchange, and is second vice-president of the Montreal Chamber of Commerce.

His most recent achievement in the national war effort was in connection with the second Victory Loan Campaign of which he was vice-chairman of the Provincial Employee Committee of the Province of Quebec.

**Continuous
operation of
west coast
shipyards**

On April 14, in response to an appeal of the Minister of Labour, Hon. Humphrey Mitchell, that the West Coast shipyards operate twenty-four hours a day, seven days a week, to meet the critical need for ships, the union representatives and employers accepted the Minister's proposals and immediate arrangements were made to provide for the continuous operation of the shipyards.

The Minister and J. A. McClelland, member of the executive of the National War Labour Board, recently visited the west coast and were impressed by the willingness of the men to find a basis of agreement in order that work could proceed without delay.

Subsequently, the Minister made certain proposals which were accepted by the union representatives and the managements. In support of his formula the Hon. Mr. Mitchell sent the following urgent message to F. E. Harrison, Western Representative of the Department of Labour at Vancouver:

"Please give the following message to managements and unions in shipyards:

'The increasing loss of ships by enemy action is the greatest threat to victory in this war. The sinking of ships is the enemies' answer to our effort to transport our men and supplies to distant theatres of war and to crush him there before he can add our own land to his list of conquests. The answer to this challenge lies solely with you who build ships. I ask the shipyard workers and managements of British Columbia for our country's sake and for sister nations calling to us in their peril to see to it that your yards operate twenty-four

hours a day, seven days in the week. I propose that each man shall work six days per week and that Sundays shall be worked by staggering of time, also that any payment of double time for overtime or holiday work be discontinued. The first shift should work eight hours per day forty-eight hours per week with fifty hours' pay, and a half-hour should be allowed for a meal period, a total of eight and one-half hours per day. The second shift should work seven hours and forty minutes per day, forty-six hours per week, with fifty-four hours' pay and twenty minutes should be allowed for a meal period, a total of eight hours per day. The third shift should work seven hours and ten minutes per day, forty-three hours per week, with fifty-four hours' pay and twenty minutes should be allowed for a meal period, a total of seven and one-half hours per day. This proposal maintains the present agreed conditions for the first shift, that is, time and one-half for the additional four hours on the sixth day, and also maintains the present premium rates for the second and third shifts and gives twenty-four hours operation daily. May I have your immediate acceptance. Every hour lost is gain for the enemy.

Humphrey Mitchell, Minister of Labour."

On April 14 a return wire from Mr. Harrison declared that the representatives of all the unions involved had accepted the proposals of the Minister of Labour.

"I am deeply appreciative of the patriotic and determined attitude of both the employers and workers of the British Columbia shipyards that nothing will be left undone to maintain our Pacific and Atlantic life lines," declared the Minister of Labour, who added that "with such co-operation between workers and management victory cannot be denied."

Personnel of re-constituted Inter-departmental Committee on Labour Co-ordination

The Inter-departmental Committee on Labour Co-ordination has recently been re-constituted to include a wider representation of the Departments of Government concerned with the utilization of labour supply, together with a representative of the employers and the workers.

This Committee was established by Order-in-Council P.C. 5922 of October 25, 1940, for the purpose of co-ordinating the labour functions of the several Departments vitally interested (from various angles) in obtaining an adequate supply of labour, and also to facilitate unified planning.

It is continuously engaged in surveying present and future labour requirements. With

the advent of National Selective Service and the extension of the functions of the Committee to integrate its activities with those of the man-power program, it was decided to increase the personnel. Accordingly, the following Departmental representatives now comprise the re-constituted Committee:

Labour—Dr. B. M. Stewart, Deputy Minister and Chairman. Mr. E. M. Little, Director, National Selective Service. Dr. W. J. Couper, Executive Assistant.

Munitions and Supply—Mr. H. C. Goldenberg, Associate Director General of Economics and Statistics.

National Defence:

Army—Lieut.-Col. G. S. Currie, Executive Assistant to Minister.

Air Services—Mr. H. F. Gordon, Assistant Deputy Minister.

Naval Services—Mr. H. A. Wilson, Executive Assistant.

National War Services—Maj.-Gen. L. R. LaFleche Associate Deputy Minister.

Agriculture—Dr. G. S. H. Barton, Deputy Minister.

Finance—Dr. W. A. Mackintosh, Special Assistant to Deputy Minister.

War-time Prices and Trade Board—Mr. K. W. Taylor, Secretary.

National War Labour Board—Mr. J. A. McClelland, Mr. George Hodge.

Pensions and National Health—Dr. J. J. Heagerty, Director of Public Health Service.

The representatives of the workers and the employers are Mr. J. A. McClelland and Mr. George Hodge, respectively, who are also on the executive committee of the National War Labour Board.

Conference on Dominion-Provincial War Emergency Training Program

In the March Issue of the *Labour Gazette* (page 256) a brief reference was made to the convening of a conference in Ottawa of Dominion and Provincial officials concerned in the administration of Canada's War Emergency Training Program.

At one of the sessions of the three-day meeting, R. F. Thompson, Dominion Supervisor of the program, stated that greater emphasis must be placed on the training of women for employment in industry. Lt. Col. F. T. Fairey, Regional Director for British Columbia, told the meeting that at the request of the aircraft industry, the schools in B.C. were preparing to train women workers on a large scale. He anticipated no difficulty in getting the required personnel.

The 30 training officers were welcomed by Dr. Bryce M. Stewart, Deputy Minister of Labour. During the reports of the Regional Directors, Dr. Stewart advised the various representatives in what direction they might prepare for expansion in their classes to meet future demands of industry.

In his report, Mr. Thompson said the most marked development of the last year was the increasing interest on the part of employers. At the outset they had been "indifferent to, or sceptical of the training centres" in many cases, but over the past year there had been a wide extension of part-time classes, undertaken on the specific request of employers. The latest development in this direction, the Dominion Supervisor reported, was the establishment of plant schools.

Vocational training is also to be given to persons discharged from the Armed Services, Mr. Thompson said. This program was asked for by the Department of Pensions and National Health and can be expected to expand steadily.

The report showed that 36,182 persons had been trained in the industrial classes during the 11 months ending February 28. This was slightly larger than the total for the Army and the Air Force. In January, 106 schools were operating, requiring 776 full-time instructors, 499 part-time instructors and 321 other personnel.

The War Emergency Program is giving preliminary training to all aero-engine mechanics, airframe mechanics and wireless operators. The biggest development in the R.C.A.F. classes came about through the educational refresher classes for air crew personnel begun at the end of November.

Those attending the conference were: British Columbia: Lt. Col. F. T. Fairey, Regional Director; Henry Hill, Supervisor. Nova Scotia: Dr. F. H. Sexton, Regional Director; A. C. Cooke, Chief Placement Officer. New Brunswick: W. K. Tibert, Regional Director; J. W. McNutt, Supervisor. Quebec: Gabriel Rousses, Regional Director; E. Proulx, Administrator; A. Landry, Chief Placement Officer; H. Beaupre, Director, Montreal Technical School; A. E. Gagney, P. Methe, Director Quebec Technical School. Ontario: J. F. Marsh, Deputy Minister of Labour; F. S. Rutherford, Director of Vocational Education; H. H. Kerr, Regional Director; C. C. Ashcroft, Director of Training; J. A. G. Easton, Supervisor; H. H. McBride, Chief Placement Officer; G. H. Simmons, Director of Selection and Placement. Manitoba: George Collins, Assistant Deputy Minister of Public Works; G. S. Landon, Regional Director; S. S. Mutchmor, Director of Training. Saskatchewan: W. A. Ross Regional

Director; H. C. Bingham, Dominion Representative. Alberta: Dr. G. Fred McNally, Deputy Minister of Education; J. H. Ross, Regional Director; M. M. McKinnon, Dominion Representative.

Five plant schools under War Emergency Training Program receive certificates of approval

It was recently announced by the Minister of Labour that five plant training schools—one in Quebec and four in Ontario—established under the War Emergency Training Program, have received certificates of approval from the Department. These plant training schools are the first of a large number of such schools, plans for which are being developed by field representatives of the Training Branch in co-operation with the plants concerned.

Provided for under the War Emergency Training Program, the schools are designed to give "the essential amount of technical knowledge and practical skill for a specialized occupation in the shortest possible time". These schools, located within the factories requiring the help, are in addition to the pre-employment training and part-time classes conducted through the technical and vocational schools.

The Department of Labour aids directly in the establishment of the schools. Representatives of the Training Branch assist in organizing the schools for the specific training desired, and in the preparation of curricula. The Department pays the salaries of instructors and a subsistence allowance (for a maximum course of 12 weeks) to each student enrolled.

The allowances are similar to those given students in the pre-employment classes of the technical and vocational schools namely: Heads of families \$13 weekly; single trainees away from home, \$8 to \$9 weekly; single trainees living at home and who were employed in the plant before entering the schools, \$8 weekly; single trainees living at home but who were not employees of the company before entering the course, \$5 weekly.

Where facilities permit the schools are conducted in a separate section of the factory and have their own machine tools and equipment. In other cases, where, because of the size of the equipment required or inability to obtain it, the schools use the equipment in the plant. The classes are carried on either during production hours or in off-shift periods when the machinery is at the disposal of the school. Throughout the course the Training Branch maintains joint supervision with the company over the school.

More than one school may be established by a company, depending on training requirements. Where this occurs, each school is

separately located and different subjects are taught. For example, one firm has a school to give instruction in production operations and another to give training in machine shop and tool room practice. It is anticipated that before the end of the year the plant schools will be established in all types of war industries, in all provinces.

**Canada's War
Emergency
Training Pro-
gram 1942-3**

The importance of maintaining and increasing the supply of skilled and semi-skilled labour is indicated in the terms of an Order in Council, P.C. 2614, which provides for the continuation of the War Emergency Training Program in the fiscal year 1942-43 and makes accountable advances available to the various provinces participating. The following accountable advances are approved in the Order:

Nova Scotia	45,000
New Brunswick	25,000
Quebec	150,000
Ontario	350,000
Manitoba	30,000
Saskatchewan	50,000
Alberta	50,000
British Columbia	55,000
	<hr/>
	\$755,000

Another Order in Council, P.C. 2615 provides for the continuation, during 1942-43, of training of aircraft mechanics and pre-enlistment education for Royal Canadian Air Force aircrew personnel. For this purpose accountable advances to participating provinces were approved as follows:

New Brunswick	20,000
Quebec	75,000
Ontario	200,000
Manitoba	40,000
Saskatchewan	60,000
Alberta	60,000
British Columbia	50,000
	<hr/>
	\$505,000

**Director of
Personnel
Training
Appointed**

In the March issue of the LABOUR GAZETTE, page 254, reference was made to the establishment of courses in personnel management in Canadian universities. On April 1, the Minister of Labour announced the appointment of W. H. Clare Seeley as Director of Personnel Training to administer this program.

The new program, authorized recently by Order in Council, is a direct attack on the many labour administration problems arising in new and rapidly expanding war industries. The Minister has advocated the establishment

of effective personnel departments in these plants and his plan is in line with that adopted by the Minister of Labour in Great Britain to facilitate the training of qualified personnel managers.

The Department of Labour is authorized to enter into agreements with the universities whereby the Department will pay all "reasonable costs" in connection with any such training courses it approves. It is further planned that the Department shall pay the travelling expenses of applicants who successfully complete the courses.

While designed primarily to aid the war industries, the plan is not necessarily confined to them. Experienced personnel managers will be named to act as consultants to less experienced men or to newly established departments in other plants. These consultants will be paid only the travelling expenses they incur in the work.

Mr. Seeley, a veteran of the last Great War, has been for the past fifteen years Director of Personnel for the Toronto Transportation Commission, and is chairman of the Division on Personnel of the American Transit Operating Association.

He assisted in organizing the first Industrial Relations Conferences at Queen's University. He also assisted in the organization, and was the first President, of the Personnel Association of Toronto. This latter organization and the Montreal Personnel Association have been playing, and are expected to play an even greater part in the development of personnel administration in the war and other industries as an important contribution to the war effort.

**Merchant
Seamen's hostels
in Canadian
ports**

In various Canadian ports on both the Atlantic and Pacific Coasts, the welfare of seamen while ashore is being provided in the establishment of clubs or hostels.

The Navy League of Canada has organized nine hostels, probably the largest one being that in Halifax, where a \$300,000 establishment is now being utilized by between 2,000 and 3,000 seamen a day. With a capacity of 450 beds, sleeping accommodation was provided for 8,129 seamen during January while the cafeteria served 33,620 meals and snacks.

Band concerts, film shows and other entertainment has been provided for many thousands and the Halifax club has afforded initial care to many men landed in distress and survivors of torpedoed ships. The club has rooms set apart for each nationality where they may speak their own language and read their own newspapers.

**Paperboard
manufacturers
sentenced in
proceedings
against
members of
alleged combine**

Four manufacturers of shipping case materials and one trade association officer, charged with unlawful combination contrary to the provisions of section 498 of the Criminal Code in the case of *The King v. Badden et al.*, pleaded guilty to the first count of the indictment when they appeared before Mr. Justice Roach in Toronto on March 11. Fines totalling \$17,000 were imposed upon H. J. Badden, Bathurst Power and Paper Company Limited, Brompton Pulp and Paper Company Limited, Gair Company Canada Limited, and Hinde and Dauch Paper Company of Canada Limited.

This action concludes the prosecution proceedings against manufacturers of shipping containers and of shipping case materials which were taken at the instance of the Attorney-General of Canada after publication of the report of the Commissioner of the Combines Investigation Act in which two unlawful combinations of manufacturers operating through trade associations were alleged to exist. Conviction of the members of the shipping container combine was upheld in February, 1942, by the Supreme Court of Canada in a judgment already reported (*LABOUR GAZETTE*, March 1942, page 309).

In the two cases a total of twenty-one companies and one individual were sentenced to pay fines amounting in all to \$176,000, payable to the Receiver General of Canada. All of the accused in both cases were convicted or pleaded guilty to offences relating to undue lessening or prevention of competition in the manufacture and sale of corrugated and solid fibreboard boxes or shipping containers, or of liner board and other materials used in the manufacture of shipping containers.

**Appointment of
new Transit
Controller**

On April 3, Honourable C. D. Howe, Minister of Munitions and Supply, announced the resignation of W. J. Lynch as Transit Controller and the appointment of George S. Gray, Deputy Controller, to succeed to that position.

Commenting on Mr. Lynch's retirement, Mr. Howe stated that as Mr. Lynch had "now completed the organization work which he undertook some months ago, I have with regret agreed to Mr. W. J. Lynch relinquishing his duties as Transit Controller." "He had ably handled the difficulties of planning and initiating the control of Canadian transit facilities, and we shall benefit in the future from his efforts."

Since his appointment as Transit Controller, (*LABOUR GAZETTE*, September, 1941, page 1035), Mr. Lynch has completed a general survey of the transit facilities in the principal cities of

Canada. Conferences have been held with civic authorities and with public utility commissions in the different provinces.

Owing to the curtailment in the use of gasoline and rubber, and the difficulty in obtaining new equipment, and with the object of reducing the peak load on tramways and buses, particularly in cities having war industries, military camps, or naval or aviation centres, the staggered hour system for business and industry has been adopted in many cities with satisfactory results. This policy is to be continued and will be introduced elsewhere where advisable.

Mr. Howe also announced that Jules Archambault, of Montreal, had been appointed Associate Transit Controller. To handle the increasing problems of wartime transportation as rapidly and as efficiently as possible, Mr. Gray will in future operate from Toronto while Mr. Archambault's offices will be located in Montreal.

Until he assumed the office of Deputy Transit Controller, Mr. Gray was general manager of the Canadian Transit Association and motor traffic engineer for the Toronto Transportation Commission and the Gray Coach Lines. A native of Sault Ste. Marie, he was educated at Meaford, Ontario, and the University of Toronto. During the Great War, he served overseas with the Royal Air Force as Flight Lieutenant.

In 1918, Mr. Gray joined the Department of Soldiers Civil Re-establishment, for Alberta and Saskatchewan, and three years later he became associated with the Toronto Transportation Commission where, successively, he was field engineer, construction engineer, superintendent of construction, special engineer, and motor traffic engineer.

Mr. Archambault was born in Montreal and educated at St. Mary's College, Loyola College, and McGill University. He was graduated in 1926 as a Bachelor of Science. Upon graduation, he joined the Aluminum Company of Canada Limited, at Arvida, as technical assistant. A year later, he was transferred to the Duke-Price Power Company as engineer, and in 1929 he became associated with the Bell Telephone Company of Canada Limited. In 1937, he became chief engineer for the Montreal Tramways Commission, a post he held at the time of his new appointment.

**Manpower
Inventory in the
United States**

On March 12 the Director of Selective Service in the United States announced that about 25,000,000 men from 22 to 44 now registered under the Selective Service System will be required to list their occupational skills which may be needed in war-production industries, by means of a special questionnaire sent out through local draft boards. The Federal Security Administrator, Mr. Paul V.

McNutt, said he hoped the questionnaires would be extended to reach all men between 18 and 64. This, he said, would give the Employment Service complete information on the skills of 40,000,000 men. When the men have filled out the forms, the local draft boards will forward them to the appropriate local employment office, where they will be examined on the basis of the Labour needs of war industries. Speaking in Washington before the Legal Aid Bureau, General Hershey, Director of Selective Service, emphasized the need for a thorough-going form of mobilization by pointing out that this is the sort of war fought by whole populations. "We have 60 million human units, male and female, adults and children, and that can contribute to winning the war," he said. "But only an infinitesimal number will go in the armed forces in the next 10 months." He reiterated his previously expressed opinion that the war effort is not being helped by different private and service groups competing over the radio and otherwise, for manpower.

U. S. Labour yields right to strike and premium pay

According to a press report, William Green, president of the A. F. of L. and Philip Murray, president of the C.I.O., have indicated that Labour in the United States has yielded its right to strike during the war. This was done, it was declared, by way of a more satisfactory answer to the problems of production and national unity than restrictive legislative enactments which might be made by Congress.

It was also recently agreed by the C.I.O. leaders that premium pay for Saturday, Sunday and holiday work should be suspended for the duration of the war. This action was taken following appeals made by President Roosevelt and the Chairman of the War Production Board, Donald Nelson, that union contract rules requiring double pay for Sunday and holiday work be suspended for the duration. Following these appeals, the C.I.O. executive board adopted a resolution which reads in part as follows:

The executive board of the C.I.O. recommends to its affiliated organizations that during the period of the war emergency in their contractual relations with employers there be no insistence upon provisions for premium payments for work performed on Saturdays, Sundays and holidays where that work is performed within the limits of the forty-hour work week. . . . It does not affect the basic truth that the furtherance of the national productive effort requires the customary premium for work in excess of eight hours in any one day and for the sixth and seventh days' work in excess of forty hours in a work week.

The President's appeal was made at conferences with the A.F. of L.-C.I.O. War Labour Board, while Mr. Nelson's appeal was made at an emergency conference of 500

C.I.O. leaders called by Philip Murray, C.I.O. president, to lay plans for combating restrictive labour legislation now pending in Congress.

Immediately following the announcement of the C.I.O.'s new policy, William Green, A.F. of L. president, issued a statement saying that the Federation had adopted a similar policy more than a year ago and that it had "already taken effect" in most cases. The statement referred particularly to agreements made by A.F. of L. building and metal trades unions.

The first response to the recommendations of the C.I.O.'s executive board came from the "general officers" of the United Electrical, Radio and Machine Workers, who announced in a newspaper advertisement that they were recommending adoption by all of their local unions of a plan calling for the waiving of time and one-half on Saturdays and double time on Sundays and holidays provided the money thus saved by employers be turned over to the Secretary of the Treasury. The advertisement explained that inasmuch as the companies had negotiated their contracts up to 1945 with the government on the basis of paying time and one-half and double time, the unions were giving up this privilege on the understanding that the savings be turned over to the government to prevent them from going to "the owners of the companies."

Among the other unions that have acted on this recommendation are the Textile Workers' Union, whose executive board accepted them by a unanimous vote and the United Automobile Workers.

With the intensification and increasing extension of industrial war production in the United States, the question of the maximum number of hours of work per week consistent with the maintenance of the health and safety of workers has given rise to the expression of many opinions on the subject. The following is a compendium of opinions expressed:

President Roosevelt expressed the opinion that his studies of the efficiency of workmen have led him to the conclusion that a 48-hour week is more productive than a sixty-hour week. He referred to surveys in the United States and Great Britain and on the European continent which has shown that a man working 60 hours produces less than one working 48. He added that Henry Ford after investigating the question (*Labour Gazette*, March 1942, page 257) had said that more than 44 or 48 hours work per week did not increase the number of things produced by the individual worker.

L. Metcalfe Walling, U.S. Federal Wage and Hour Administrator, said on March 21, that

no downward revision of the minimum wage and overtime provisions of the Fair Labour Standards Act could possibly be made "without doing irreparable damage both to our production machine and to the health and efficiency of our workers operating that machine." Saying a possible shortage of labour has been cited by many as a reason for the elimination of the existing wage and hour limitations, Mr. Walling declared that, on the contrary, there was a present and impending shortage of raw materials which threatened to increase unemployment.

In an earlier interview Mr. Walling had commented, "There is literally no 40-hour week in the war industries of America today. Ninety per cent of the plants in important defence industries today are operating more than 70 hours a week. "We are not fighting this war on a 40-hour week—nor over a 40-hour week. Not when over 90 per cent of our ship-builders are working an average of more than 12 hours' overtime per man per week, when 96 per cent of the workers in the machine-tool industry are employed 56 hours a week, or when over 66 per cent of our engine builders are working an average of better than 14 hours' overtime a week."

Donald M. Nelson, Chairman of the War Production Board, in testifying before the House Naval Affairs Committee on the Smith Bill to relax Federal wage and hour legislation, said: "A work-week of 48 hours, over and above which overtime would be paid, would not increase production. Such a change would be too disturbing and would, if anything, have a harmful effect on war production."

United States employers on optimum hours of work in war production In an effort to determine the maximum number of hours per day or week which an individual can work while maintaining his highest efficiency for the purposes of war production, the Industrial Relations Section of Princeton University gathered information and opinions from 140 companies employing approximately two million workers. The group under investigation included 16 companies in the steel industry, 15 in shipbuilding and heavy machinery, 14 in aircraft and automobiles, eight in small arms and ammunition and 20 in light machinery, tool and instrument production. Results of the study were published in March, 1942.

Practically all of the company executives interviewed agreed that weekly hours for war workers should be between 40 and 60, and "an overwhelming proportion . . . expressed the judgment that an eight-hour day and 48-hour week were the optimum hours per worker for

maximum sustained production in war industries." However, consideration should be given to such factors as the physical effort involved, the speed and intensity of the work and the physical capacity of the workmen in determining the optimum number of hours for a particular group. Work-weeks over 60 hours were generally condemned on the ground that they "definitely decrease productivity and increase absences and accidents." They also lead to careless work habits and accustom the workers to unduly high earnings which they are loath to relinquish when hours are reduced.

Most executives believed that women could work a 48-hour week without detriment to their health but that their household and family responsibilities induced absenteeism if they were asked to work more than 40 hours a week.

As regards a seven-day week, companies which had experimented with it were definitely opposed to it. They reported "more accidents, decreased productivity and lowered employee morale under a seven-day week, as well as a great increase in absenteeism." It was suggested that shifts should be arranged to provide one day's rest in seven, or that Sundays be devoted only to maintenance work and relieving bottlenecks in production.

The experience of the companies revealed that accidents did not increase as rapidly or in as direct proportion to hours of work as did absenteeism. The records of some companies showed that in spite of longer hours accidents could be reduced by improved safety engineering and greater stress on accident prevention. Absenteeism and turnover could be held in check by paying more attention to the health and welfare of the workers both inside and outside the factory. Provision of adequate transportation, housing and facilities for the care of children of women workers helped to reduce absenteeism.

"The importance of adequate lunch and rest periods in maintaining a high level of efficiency, even for an eight-hour day, was stressed by a number of companies." Studies conducted in Britain showed that regular rest periods with opportunity for taking some light refreshment increased productivity markedly. The report declared:

Considering lunch and rest periods both from the direct effect upon productivity and the indirect effect on long-time efficiency through the health of the worker, it is apparent that our war industries need to give more consideration to the possibility of longer lunch periods and more frequent use of regular rests in the determination of optimum hours for maximum defence production.

In conclusion, the report urged the necessity of expanding training programs to permit the reduction of weekly hours in war industries to the 48-hour optimum.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Dominion Bedding Company, Montreal, P.Q., and its employees, members of Local 302, Upholsterers' International Union; and

2. Between the Chrysler Corporation of Canada, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America.

The texts of the aforementioned reports will be found at the end of this statement.

Applications Received

In the month of March seven applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From operating engineers in the employ of the Coal Valley Mining Company, Limited, Coal Valley, Alta., members of a trusteeship. The dispute, arising out of the employing company's alleged violation of a closed shop agreement, was said to affect 15 employees directly.

2. From employees of St. Lawrence Alloys and Metals, Limited, Beauharnois, P.Q., members of Alloys and Metals Workers' Federal Union 22613, American Federation of Labor. Approximately 435 employees were said to be directly affected by the dispute, which had arisen out of their request for shorter hours of work, overtime pay, adjustments in wages and cost-of-living bonuses, seniority rights, grievance procedure and improved working conditions.

3. From employees of the Sorg Pulp Company, Limited, Port Mellon, B.C., members of Local 297, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The dispute, affecting approximately 200 employees directly, was said to have arisen out of their request for union recognition and improved working conditions. On March 16, Mr. F. E. Harrison, Western Representative of the Department of Labour, Vancouver, B.C., was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute. In his report, received on March 30, the Commissioner recommended the establishment of a Board of Conciliation and Investi-

gation to deal with the dispute. A board was established on March 31 and, on the nomination of the employees, Mr. P. R. Bengough, Vancouver, B.C., was appointed a member of the board.

4. From employees in Plant No. 3 of the Canadian Bridge Company, Limited, Ojibway, Ont., members of Local 195, United Automobile Workers of America. The dispute, arising out of the employees' request for union recognition and a collective agreement in respect to grievance procedure, seniority rights, wages, overtime pay, etc., was said to affect approximately 500 workers directly.

5. From employees of the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., members of Local 189, United Rubber Workers of America. The dispute, arising out of the employees' request for union recognition and a collective agreement respecting wages, hours of labour, seniority rights, vacations with pay, and grievance procedure, was said to affect 320 workers directly and 75 indirectly. On March 31, Mr. Louis Fine, Chief Conciliation Officer of the Ontario Department of Labour, Toronto, was authorized, as Industrial Disputes Inquiry Commissioner, to investigate the dispute.

6. From employees of the Canadian Steel Corporation, Limited, Ojibway, Ont., members of Local 195, United Automobile Workers of America. The dispute, arising out of the employees' request for union recognition and a collective agreement in respect to grievance procedure, seniority rights, hours of labour, wages and overtime pay, was said to affect 95 workers directly.

7. From employees of the Rolland Paper Company, Limited, at St. Jerome and Mont Rolland, P.Q., members of Locals 454 and 455, International Brotherhood of Paper Makers, and Local 106, International Brotherhood of Pulp, Sulphite, and Paper Mill Workers. The dispute was said to have arisen out of the employees' request for union recognition and a collective agreement in respect to wages and working conditions. The application also alleged that the employing company had committed unfair labour practices. Approximately 760 employees were said to be directly affected by the dispute.

Boards Fully Constituted

The constitution of the Boards of Conciliation and Investigation established in

February to deal with disputes between the Granby Consolidated Mining, Smelting and Power Company, Limited, the Princeton Tulameen Coal Company, Limited, and Tulameen Collieries, Limited, all of Princeton, B.C., and their respective employees, members of Local 7875, United Mine Workers of America (LABOUR GAZETTE, March, 1942, page 262) was completed during the month of March. The personnel of the boards is as follows: His Honour Judge H. H. Shandley, Victoria, B.C., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; C. E. Smith, K.C., Calgary, Alta., appointed on the nomination of the employees. F. W. Guernsey, Vancouver, B.C., appointed on the nomination of the employers.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On March 14 Mr. Louis Fine, Chief Conciliation Officer of the Ontario Department of Labour, Toronto, was authorized, as Industrial Disputes Inquiry Commissioner, to investigate a dispute between the Champion Spark Plug Company of Canada, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America, in connection with which an application had been received in February for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, March, 1942, page 261).

On March 23, Mr. H. R. Pettigrove, Labour Relations Officer of the Dominion Department of Labour, Fredericton, N.B., was authorized, as Industrial Disputes Inquiry Commissioner, to investigate a dispute between the Cumberland Railway and Coal Company, Springhill, N.S., and its employees, members of Local 4514, United Mine Workers of America. Particulars concerning strikes which occurred in connection with this dispute will be found in the article entitled "Strikes and Lockouts in Canada during March, 1942" appearing elsewhere in this issue.

On March 27, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized, as Industrial Disputes Inquiry Commissioner, to investigate a dispute between Canadian Vickers, Limited, Montreal, and employees in its Marine Division, members of Local 2524, Steel Workers Organizing Committee, in connection with which an application was received in November, 1941, for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, December, 1941, page 1467). Action on the application had been deferred pending a decision by the National War Labour Board on the question of wage rates in the shipbuild-

ing industry in the Provinces of Quebec and Ontario.

On March 31, Mr. James Leslie, Chief Conciliation Officer of the Manitoba Department of Labour, Winnipeg, was appointed as Industrial Disputes Inquiry Commissioner to investigate disputes involving the City Dray Company, Limited, and the Security Storage Company, Limited, both of Winnipeg, and their respective employees, members of Division 205, Canadian Brotherhood of Railway Employees and Other Transport Workers, in connection with which applications had been received in February for the establishment of Boards of Conciliation and Investigation (LABOUR GAZETTE, March, 1942, page 261).

Other Reports of Industrial Disputes Inquiry Commissioners

On March 2 a report was received from Mr. F. E. Harrison, Industrial Disputes Inquiry Commissioner, on his investigation of the allegation by an official of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America that Western Canadian Greyhound Lines, Limited, Calgary, Alta., had practised intimidation for the purpose of interfering with the right of its employees to organize and to belong to the trade union of their choice (LABOUR GAZETTE, March, 1942, page 262). The Commissioner reported that no evidence had been adduced before him to substantiate the charge which had been made against the employing company.

On March 5 a report was received from Mr. F. E. Harrison, Industrial Disputes Inquiry Commissioner, on his investigation of an allegation by Shipyard Union No. 2, Amalgamated Building Workers of Canada, that the Burrard Dry Dock and Shipbuilding Company, Limited, Vancouver, B.C., had practised discrimination in the discharge of a foreman (LABOUR GAZETTE, March, 1942, pages 262-263). The Commissioner reported that he had been successful in bringing about the re-employment of the workman involved, as a shipwright, with the prospect of eventual employment in his former capacity.

On March 19 a report was received from Mr. Louis Fine, Industrial Disputes Inquiry Commissioner, on his investigation of a dispute between the Auto Specialties Manufacturing Company, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America. The Commissioner reported that mutual agreement was being reached by the interested parties and that the union had withdrawn its complaint against the employing company.

On March 24 a report was received from Mr. Louis Fine, Industrial Disputes Inquiry Commissioner, on his investigation of a dispute between the Motor Products Corporation, Walkerville, Ont., and its employees, members of Local 195, United Automobile Workers of America (LABOUR GAZETTE, January, 1942, page 9). Particulars of a strike which occurred before the investigation was completed will be found in the article entitled "Strikes and Lockouts in Canada during March, 1942" appearing elsewhere in this issue. The Commissioner reported that a settlement of the dispute had been reached and that the employees had withdrawn their application for the establishment of a Board of Conciliation and Investigation. The settlement provided that the employing company would negotiate a collective agreement with the bargaining agency to be selected by a secret ballot of the employees concerned. Subsequently the employees voted in favour of the applicant union as their collective bargaining agent.

Report of Board in Dispute between Dominion Bedding Company, Montreal, P.Q., and Its Employees

On March 14 the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Bedding Company, Montreal, P.Q., and its employees, members of Local 302, Upholsterers' International Union (LABOUR GAZETTE, November, 1941, page 1342).

The personnel of the board was as follows: The honourable L. A. Rivet, Outremont, P.Q., chairman, appointed on the joint recommendation of the other two members; Mr. Raoul Trepanier, Montreal, appointed on the nomination of the employees; and Mr. E. Theoret, Beauharnois, P.Q., appointed on the nomination of the employer.

A translation of the board's report is printed below.

Report of Board (Translation)

The Honourable Humphrey Mitchell,
Minister of Labour,
Government Bldgs.,
Ottawa, Canada.

Re: Industrial dispute between the Dominion Bedding Company and its employees, members of the Upholsterers' International Union, Local No. 302.

Sir,—

The undersigned members of the Board of Conciliation and Investigation, established in the above matter, having taken the prescribed

Other Settlements

The Department of Labour has been notified that the recommendations of the Board of Conciliation and Investigation established to deal with a dispute between the Speirs Parnell Baking Company, Limited, and the Canada Bread Company, Limited, Winnipeg, Man., and their employees, members of the Legislative Council of Bakery Salesmen and Inside Bakery Employees' Unit, One Big Union (LABOUR GAZETTE, February, 1942, pages 139-147), have been accepted by the parties concerned as a basis for the adjustment of the dispute.

With reference to the previously reported settlement of a dispute between Lakeside Coals, Limited, Wabamun, Alta., and its employees, members of Local 7894, United Mine Workers of America (LABOUR GAZETTE, March, 1942, page 262), notification has been received that the interested parties have signed an agreement and the employees' application for the establishment of a Board of Conciliation and Investigation has been withdrawn.

oath of office, proceeded with the investigation of the dispute.

A representative of the Dominion Bedding Company having questioned, in a brief which we submitted to you, at the Board's first meeting said body's powers, in view of the various Orders in Council adopted recently, it was decided to bring to your attention, for direction, the objections thus made. Your department having found the objections unacceptable, we proceeded with the investigation.

At the outset of the first meeting, Mr. Belanger, the Union's Business Agent, stated that all complaints listed in the Board application were abandoned with the exception of that relating to wages.

During the Board's sittings of November and December, 1941, many of the company's employees were heard, and since most of them claimed that the rates paid by the Dominion Bedding Company were lower than those of other firms manufacturing the same or similar products, particularly those having agreements with the Upholsterers' International Union, we considered it advisable to make comparisons in order to find out if such claims were founded or not.

The Board, therefore, called before them a representative of each of the following firms:—
Simmons, Limited: Manufacturing beds, springs, mattresses, pillows and other similar articles, goods of high quality;

Atlas Bedding Company, Limited: Manufacturing beds, springs, mattresses and upholstered articles;

St. Louis Bedding Company, Limited: Manufacturing same type of articles;

Ideal Bedding Company, Limited: Manufacturing same type of articles;

Nu-Bilt Chesterfield Manufacturing Company, Limited: Manufacturing upholstered articles only.

It should be pointed out that Simmons, Limited, manufactures merchandise of superior quality to that of the other firms, and has no labour agreement with any union whatever.

It should also be noted that Atlas Bedding Company, Limited, St. Louis Bedding Company, Limited, and Nu-Bilt Chesterfield Manufacturing Company, Limited, have agreements with the Upholsterers' International Union, while neither the Ideal Bedding Company, Limited, nor the Dominion Bedding Company has an agreement with the union, and are openly opposed to coming under its power.

It was evident, after hearing the representatives in question, that the internal organization differed substantially in the case of each of the firms, and we therefore requested them to produce copies of their respective paylists for the first two weeks in June and in November.

From a comparison of said lists the following average hourly rate is shown:—

	Simmons	Dominion Bedding
1st week in June....	.47	.3926
2nd week in June....	.47½	.3932
1st week in Nov.....	.51½	.4656
2nd week in Nov.....	.51½	.4612

We attach hereto, as an appendix, a table giving the average hourly rate in each department.

Leaving out Simmons, Limited, which can be considered in a class of its own, it appears that, generally speaking, the Dominion Bedding Company was paying in June an average rate 1 cent below that of the Atlas Bedding Company, but, on the other hand, had in November a rate 4 cents an hour above that of the same firm, notwithstanding that the Atlas Bedding had an agreement with the International Union, which the representatives of the latter find satisfactory.

With regard to the St. Louis Bedding Company, it is noted that said firm was paying 9 cents an hour more in June, a difference which was down to 2.7 cents in November. That, however, might be explained by the fact that the Dominion Bedding Company had few upholsterers, namely 8 in June and 5 in November, while the St. Louis Bedding Company had 35 in the first month mentioned and 37 in November, and since the rate paid such work-

ers is higher than in all other trades, the average is therefore increased to that extent. It should also be said that the St. Louis Bedding Company has an agreement with the Upholsterers' International Union.

In the comparison with the Ideal Upholstering Company, it is shown that the average rate paid by the Dominion Bedding Company was nearly 7 cents an hour higher in June and 11 cents in November.

As to the Nu-Bilt Chesterfield Manufacturing Company, Limited, they were paying in June an average rate of from 5 to 6 cents higher than that of the Dominion Bedding Company, while in November the Dominion's average rate was nearly 2 cents an hour higher than the Nu-Bilt's. It should also be remembered that the Nu-Bilt Company employs only upholsterers, and since their rate is above that for the other trades, the difference in rates should naturally be more pronounced here, while the average rate indicated for November is lower. We understand the Nu-Bilt Company has an agreement with the Upholsterers' International Union.

Having fully considered the above, we feel we can but conclude that, at the time of its labour troubles last June, the Dominion Bedding Company was paying reasonable rates, comparing favourably with those of similar industries, and that said Company

Atlas	St. Louis	Ideal	Nu-Bilt
.4025	.4886	.3286	.44
"	.4851	—	.46
.4524	.4844	.3532	.44
—	.4972	—	.45½

worked steadily to improve its employees' welfare.

The labour disturbances at the Dominion Bedding Company resulted from friction between employers and workers which is to be expected when a group of employees endeavour to bring in a union and the employers resent any interference.

To avoid future disputes of the nature we are concerned with, and in order to make the rates uniform in the various establishments, as quite a difference in rates is shown from one establishment to the other, it would be advisable that the industry organize under the collective labour agreement system and that a Joint Committee be established wherein employers and employees can settle in a friendly atmosphere all matters of concern to them, since it is in the men's as much as in the employer's interest that relations remain ever the best and be inspired by Christian kindness.

APPENDIX

COMPARATIVE TABLE OF SALARIES PAID BY THE COMPANIES MENTIONED BELOW

		Spring	Paint	Bed	Foundry	Appren- tice	Pillow M.	Pillow F.	Mattress M.	Mattress F.	Shipping	Sundry	Average
Simmons Limited	453			.54½	.45½	.34½	.40½	.37½	.50	.32½	.40½	.59	.47
	454			.54½	.44½	.37	.43½	.33½	.51½	.32½	.41½	.59	.47½
	450			.57½	.49	.39½	.46½	.35½	.54½	.37	.47½	.62½	.51½
	4434			.56½	.49½	.39½	.46½	.34½	.53½	.37½	.47½	.65½	.51½
Dominion Bedding Company	296				Press	Wood	Plating	Chesterf.					
	303		.3349	.4352	.4084	.3291	.4664	.5788	.4094	.2942	.3506	.4535	.3926
	273		.3260	.4455	.4141	.3255	.4508	.3621	.4134	.2843	.3274	.4633	.3932
	275		.4683	.4876	.4853	.4176	.5660	.6486	.4886	.3340	.3519	.4616	.4656
Atlas Bedding Company			.4807	.4839	.4828	.4109	.5657	.6535	.4582	.3376	.3574	.4887	.4612
							Uphols. F.	Uphols. M.					
	271			.3416			.4897	.5029	.3834	.2905	.3570	.3012	.4025
	254			.4060			.4027	.5284	.3942	.2516	.4016	.3143	.4254
St. Louis Bedding Company	155			.4771				.7155	.6304	.3193	.2898	.2857	.4886
	152			.4545				.7045	.6693	.2795	.2898	.2854	.4851
	141			.4494				.6191	.6555	.3111	.3636	.3188	.4844
	142			.4927				.6365	.6861	.3277	.3636	.2857	.4972
Ideal Upholstering Co. Ltd.									Uphols. F.				
			Polish.		Metal		Cardroom						
	182		.3073	.3162F	.3928	.3150	.3507	.3826	.2717		.2388	.2384	.3286
	191		.3819	.3866M	.4805	.3376	.3971	.3096	.2540		.2843	.3252	.3532
Nu-Bilt Chesterfield Mfg. Co.						Studio M.	Studio F.						
	57			.33½		.40	.44½	.57	.44½			.32½	.44
	57			.33		.41	.48	.61	.41½			.32½	.46
	50			.37		.45½	.39½	.61	.27			.24	.44
	52			.37		.44½	.40	.59	.37			.22½	.45½

M. for male.

F. for female.

Before closing, we wish to mention that we had requested from Mr. Wilfred Belanger, the Business Agent of the Upholsterers' International Union, Local No. 302, a list of the members in good standing employed by the Dominion Bedding Company, but instead he supplied us with a number of supposed application cards, of which we counted 234, very many of them unsigned. Of that number, 116 dated June 4 to 19, 1941, could be identified with the June 17 payroll of the Dominion Bedding Company. Another lot of 53 cards could not be identified with the payroll, and of those, 27 were dated June 4 to 19, and the rest, July 11 to September, 1941. The cards do not appear to have been entered in the union's books, as they bear no reference numbers. A third lot of 65 cards could not be identified with the payroll: 44 did not indicate the employer's name; 47 were dated May 28 to June 17, and the others, June 23 to September 18, while 6 had no dates. It was mentioned in the application for a Board that 275 employees of the Dominion Bedding Company were members of the

union, whereas if all cards dated May 28 to September 18 submitted are considered, there were only 234, while at the date of the June 23 meeting, always on the basis of the cards submitted, the number was only 190, out of which, however, only 116 could be identified with the June 17, 1941, payroll.

As to the other complaints, as previously mentioned, they were abandoned at the start of the proceedings; but it is found on examination, however, that they were also greatly exaggerated, perhaps without any undue intent, and probably as the result of the then over-excitement which had the tendency of magnifying the wrongs attributed to the other party.

Due to wholly uncontrollable circumstances, this report could not be prepared earlier. We sincerely regret the fact, but nevertheless hope that it may help in clearing up an unfortunate situation.

All of which is respectfully submitted.

(Sgd.) Raoul Trepanier,

(Sgd.) E. Theoret,

(Sgd.) L. A. Rivet.

Montreal, March 6, 1942.

Report of Board in Dispute between Chrysler Corporation of Canada, Limited, Windsor, Ont., and Its Employees

On March 21 the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation to deal with a dispute between the Chrysler Corporation of Canada, Limited, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America (LABOUR GAZETTE, March, 1942, page 262).

The personnel of the board was as follows: the Honourable Mr. Justice J. G. Gillanders of the Supreme Court of Ontario, chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. W. G. Thomson, Windsor, Ont., appointed by the Minister of Labour on behalf of the employing company in the absence of a nomination from the company.

The text of the board's report is printed below.

Report of Board

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Chrysler Corporation of Canada, Limited, (Employer), and its employees being members of Local 195, United Automobile Workers of America (Employees).

The Board of Conciliation and Investigation established in the above matter begs to submit its report.

The Board met in Windsor on the 9th, 10th and 11th days of March, 1942. Both the union and the company were ably represented by counsel and both filed with the Board written submissions setting out their respective views.

The applicant union was represented by J. L. Cohen, K.C., as counsel, George Burt, Regional Director, U.A.W.A., Cyril D. Prince, chairman of the Local 195, U.A.W.A., and E. Mitzen, a member of the employees' committee of Local 195, U.A.W.A. The company was represented by J. B. Aylesworth, K.C., as counsel, Kenneth Crittenden, Vice-President and Operating Manager, and A. F. Fuerth, Personnel Manager.

The dispute involved was one as to union recognition. The applicant union claimed recognition as the exclusive collective bargaining agency for all the company's hourly-rate employees and the completion by the company with the union of a collective bargaining agreement on behalf of all such employees. There was no criticism of wages, hours of work, working conditions of employees or appurtenant matters voiced before the Board, and the issue was limited as above noted to the recognition of the union as sole bargaining agent.

The main principles which should be recognized and followed by this Board respecting the right to bargain collectively have been too clearly and too frequently stated and elaborated upon by various other Boards of Conciliation to call for discussion or amplification here. They are succinctly stated in, and

approved by, Order in Council P.C. 2685 (June 19, 1940), with particular reference to paragraphs 5, 6, 7 and 9 thereof.

This Board recognizes these principles and reaffirms them. The dispute here does not involve a consideration of the desirability of these principles as such, but rather, with these principles in mind, whether or not the applicant union should or should not, under the circumstances here, be recognized as the sole bargaining agent of the employees.

The Union submitted that it represented a majority of the company's employees; that there was no other organization of the company's employees claiming bargaining rights, and that, therefore, this union should be recognized as the exclusive bargaining agent for all employees. In any event the union submitted that it should be recognized as the bargaining agent for those of the employees who were members of the union. The union further submitted that if there was doubt, or if it was not established that the union represented a majority of the company's employees, of a sufficient number to be entitled to recognition as bargaining agent, this Board should take or recommend the taking of a vote by secret ballot under proper auspices to determine this question.

The company objected to treating with the applicant union as the sole collective bargaining agency for its employees for several reasons. Stated in brief these were:—

- (a) Because the history of the applicant union indicated it was irresponsible and the company lacked confidence in it; that it was neither in the interests of the company nor its employees to accord to this union recognition as a bargaining agent and that such recognition would, in the opinion of the company, bring about difficulties and interference which at present did not exist.
- (b) That the application in truth and fact did not emanate from the company's employees desiring to bargain collectively, but was the result of the previously stated policy of the International Union, to which this local belongs, to press the organization of this company's employees. The company submitted that a campaign to this end had been carried on, and inferred that it was for the benefit of the union rather than the company's employees.
- (c) The company doubted whether the union in fact represented any substantial number of its employees.
- (d) It was also submitted that a demand for union recognition was not a dispute within the Industrial Disputes Investigation Act and therefore should not be recognized by this Board.

As to this last mentioned submission that the question is not a dispute within the meaning of the Industrial Disputes Investigation Act, it may be that substantial and logical arguments could be advanced to support this view. This question was, however, raised by the company prior to this Board being established. The order establishing the Board recites, *inter alia*—

"AND WHEREAS the Minister of Labour, Canada, hereinafter called the Minister, is satisfied that the said dispute is one to which the provisions of the said Act apply."

In the opinion of the Board the question is not one to be considered by this Board and it should be assumed by the Board that the dispute is one within the ambit of the Act and dealt with as such.

As to whether or not the applicant union represents a substantial number of the company's employees, it was in evidence before the Board that at the time the application for this Board was filed there were 2,596 hourly-rated employees, exclusive of foremen, in the company's Windsor plants, and at the time of the Board's hearing this number had increased to 2,871. Evidence was also submitted to show that, on the 8th of December, 1941, when the application was made for the establishment of this Board, 1,508 employees of the company were members in good standing of the applicant union, and at the date of the hearing this number had been increased by an additional 66 employees, making a total of 1,574.

The company called the attention of the Board to reports indicating that at the Sixth National Convention of the U.A.W.A., a resolution was adopted authorizing the establishment of a committee to effectuate organization machinery with special attention to the Province of Ontario and the City of Windsor, "particularly" (among others) "Chrysler Plants".

It may well be that the union has been active in the organization of the company's employees here concerned, and in fact union representatives did not contend otherwise but submitted that this was within the rights of labour and that such organization was right and proper. The application before the Board is one on behalf of certain employees of the company, and the Board is of opinion that, under the circumstances here, it must be viewed in that light.

With reference to the apprehensions expressed on behalf of the company as to negotiating with the applicant union, the Board has in mind that it should be recognized that employees are to be free to organize in trade unions of their own choice.

Under the circumstances here the Board does not deem it necessary to recommend the taking of a vote among the employees.

Upon consideration of all the facts presented before the Board and submissions made, the Board recommends that the applicant union be recognized not as the exclusive bargaining agent on behalf of all the company's employees, as claimed by the applicant union, but as the bargaining agent on behalf of the hourly-rated employees of the company who are members of the union only, and that negotiations be entered into with a view to the conclusion of a collective agreement accordingly.

In parting with the matter the Board desires to express its appreciation to the parties concerned for the very helpful presentation made of their submissions.

All of which is respectfully submitted.

(Sgd.) J. G. Gillanders,
Chairman.

(Sgd.) W. G. Thomson,
Member.

(Sgd.) Drummond Wren,
Member.

Dated at Windsor, Ontario,
this 11th day of March,
A.D. 1942.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1942

THE following table shows the number of disputes, workers involved and time loss for March, 1942, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*March, 1942.....	18	3,770	23,191
*February, 1942.....	16	2,901	23,997
*March, 1941.....	11	1,135	3,515

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While there was a slight increase in the number of strikes and lockouts during March and an appreciable increase in the number of workers involved, the time loss in man working days was practically unchanged. The time loss in March was due chiefly to strikes of coal miners at Springhill, N.S., bakers at Montreal, automobile parts factory workers at Windsor and biscuit factory workers at Vancouver. In February most of the time loss was due to two strikes involving gold miners at Kirkland Lake, Ont., and textile factory workers at Lachute Mills, P.Q. In March, 1941, the only strike of importance involved tannery workers at Oshawa and caused time loss of 1,250 days.

Three disputes, involving 331 workers, were carried over from February and fifteen commenced during March. Of these 18 disputes 16 were terminated during the month. Four resulted in favour of employer, four in favour of workers, one in a compromise settlement, while seven were indefinite in result. At the end of the month, therefore, there were two strikes or lockouts recorded as in progress, namely: bakery workers, Montreal, P.Q., and biscuit and candy workers, Vancouver, B.C.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to one dispute of this nature, namely: truck drivers and helpers, Toronto, Ont., one employer, October 7, 1941, to December 31, 1941.

A strike of seven employees in a dress factory in Montreal on February 5 was not reported in time for inclusion in the LABOUR GAZETTE for March. A number of employees ceased work to secure union recognition and in protest against the dismissal of one worker. Conciliation by the Department did not result in a settlement but those on strike secured work with other employers.

A stoppage of work in several boot and shoe factories in Toronto on March 9 was reported to have been agreed upon by the employers and the union in order to negotiate a cost-of-living bonus, a joint request for approval to be made to the Regional War Labour Board for Ontario.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1942*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in Progress Prior to March, 1942				
MANUFACTURING— <i>Miscellaneous Wood Products</i> Sash and door factory workers, Vancouver, B.C.	1	17	85	Commenced Feb. 24, 1942; for union recognition, 44-hour week, also cost of living bonus; terminated March 7; return of workers and replacement; in favour of employer.
<i>Metal Products—</i> Automobile parts factory workers, Windsor, Ont.	1	215	2,000	Commenced Feb. 23, 1942; for union recognition; conciliation (Provincial); terminated March 17; work resumed pending vote re union; in favour of workers.
Metal workers, St. Thomas, Ont.	1	99	396	Commenced Feb. 27, 1942; for cost of living bonus; terminated March 5; conciliation (provincial); return of workers pending inquiry; indefinite.
(b) Strikes and Lockouts commencing during March, 1942				
LOGGING— Loggers, Chilliwack, B.C..	1	27	27	Commenced March 9; for increase in piece rates in poor timber; terminated March 9; negotiations; adjustments made; in favour of workers.
MINING— Coal miners, Springhill, N.S.	1	22	308	Commenced March 9; against working with an official; terminated March 24; work resumed pending investigation; indefinite.
Coal miners, Springhill, N.S.	3	1,700	13,600	Commenced March 16; against suspension of employees on strike March 9; terminated March 24; work resumed pending investigation; indefinite.
Coal miners, Glace Bay, N.S.	1	(a) 32	96	Commenced March 23; against working under certain conditions; terminated March 26; work resumed pending investigation; indefinite.
Coal miners, Minto, N.B...	1	128	256	Commenced March 24; against doing extra work; terminated March 25; return of workers; in favour of workers.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakers, etc., Montreal, P.Q.	11	235	2,500	Commenced March 7; for union recognition and agreement on wages and working conditions; unternminated.
Biscuit and candy workers, Vancouver, B.C.	1	62	1,200	Commenced March 9; alleged discrimination against union workers on seniority and staff reduction; unternminated.
<i>Tobacco and Liquors—</i> Tobacco workers, Chatham, Ont.	1	180	270	Commenced March 9; for wage increases and cost of living bonus; terminated March 10; conciliation (federal); compromise.
<i>Boots and Shoes—</i> Shoe workers, Quebec, P.Q.	1	45	400	Commenced March 16; for adjustments in wages; terminated March 25; conciliation (federal); wage scale to be referred to Regional War Labour Board; indefinite.
Shoe workers, Montreal, P.Q.	1	60	750	Commenced March 16; for dismissal of a supervisor; terminated March 30; negotiations; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1942*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during March, 1942—Concluded				
Textiles, Clothing, etc.— Knitting mill workers, Toronto, Ont.	1	683	768	Commenced March 16; for increase in cost of living bonus; terminated March 17; conciliation (federal); in favour of workers.
Cotton factory workers (dyers), Valleyfield, P.Q.	1	15	15	Commenced March 23; for increased wages; terminated March 23; negotiations; in favour of employer.
Miscellaneous Wood Products— Sawmill workers, Riviere Nouvelle, P.Q.	1	100	100	Commenced March 6; for increased wages; terminated March 6; negotiations; work resumed pending reference to War Labour Board; indefinite.
Box factory workers, Penetanguishene, Ont.	1	40	200	Commenced March 21; for increased wages; terminated March 26; conciliation (federal); reference to War Labour Board; indefinite.
Miscellaneous— Flax workers, Vaudreuil, P.Q.	3	110	220	Commenced March 23; for increased wages; terminated March 25; return of workers and replacement; in favour of employer.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 450 indirectly affected for one day.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to March

SASH AND DOOR FACTORY WORKERS, VANCOUVER, B.C.—Employees in one establishment ceased work at noon on February 24, the employer having refused to accept the award of a board under the British Columbia Industrial Conciliation and Arbitration Act, reported to have recommended recognition of the International Woodworkers of America, 44 hours per week, etc.; also to obtain a cost of living bonus. The employer reported that the workers would not wait until authority to pay the bonus had been obtained from the Regional War Labour Board. On March 7 the union members voted to call off the strike and obtain work with other employers. It was reported that some of those on strike returned to work on March 9 and the others were replaced.

AUTOMOBILE PARTS FACTORY WORKERS, WINDSOR, ONT.—The strike of employees in one establishment on February 23 for recognition of the United Automobile Workers of America was terminated as a result of conciliation by an Industrial Disputes Inquiry Commissioner and work was resumed on March 19. It was arranged that employees on strike would be reinstated without discrimination, as required and according to

seniority, and that the Commissioner would take a vote of the employees as to whether they wished to be represented by the union or the plant employees' association, the company to negotiate with the organization for which the majority voted. The vote was 230 for the union and 55 for the employees' association. The company reported that 100 of the strikers had been replaced early in the dispute.

Disputes Commencing During March

COAL MINERS, SPRINGHILL, N.S.—On March 9, twenty-two miners refused to work under a new foreman but returned to work next day under instructions from the union, any grievances to be dealt with under the agreement. The Company, however, suspended them and on March 16 the men in three collieries ceased work in sympathy with the suspended miners. Under instructions from the union all resumed work on March 24. A conciliation officer of the Department investigated the dispute and learned that the union had arranged to deal with the dispute and refer any matters not settled to the Joint Adjustment Board, as provided in the agreement.

BAKERS, ETC., MONTREAL, P.Q.—A number of bakers in several establishments ceased work on March 7 for recognition of the international Bakers and Confectioners' Union with an agreement as to wages and working conditions. Eighteen men were reported to

have been arrested on March 11 on a charge of loitering on the streets at night. Picketing during the morning and afternoon, however, was carried on. It was reported that 40 of the strikers had returned to work, that others had been partially replaced and that workers were not needed owing to the restrictions in force on the varieties of bread. Negotiations for a settlement toward the end of the month were not successful as the master bakers refused to dismiss the new men taken on, although willing to take back as many of those on strike as were required.

BISCUIT AND CONFECTIONERY WORKERS, VANCOUVER, B.C.—A number of the employees in one establishment ceased work on March 9, claiming that the employer had discriminated against union workers in regard to seniority and in a recent reduction in staff owing to the restrictions on the use of sugar. An agreement with the Bakery and Confectionery Workers' International Union of America was to be in force until August 31, 1942. There

was also a complaint against four women of Japanese origin who had been made supervisors. These resigned after the strike occurred. A settlement had not been reported at the end of the month.

TOBACCO WORKERS, CHATHAM, ONT.—Approximately half of the employees in a tobacco factory engaged in grading and packing leaf tobacco ceased work at noon on March 9 to obtain increases in piece rates and a cost of living bonus of \$3.65 per week. A representative of the Department had been requested to investigate the dispute and arrived just before the strike occurred. Following conferences with representatives of the employees and the management a cost of living bonus of \$2.25 per week for adult males and 9 per cent for females was offered to cover the increase in prices since wages were last adjusted and work was resumed by a large number of those on strike on March 11. The payment of the bonus was subject to approval by the Regional War Labour Board for Ontario.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing down to date that given in the March, 1941, issue, in the review of "Strikes and Lockouts in Canada and other Countries, 1940". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years, and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the *LABOUR GAZETTE*, August, 1940, page 760.

The number of disputes beginning in January was 57, and 5 were still in progress from the previous month, making a total of 62

disputes in progress during the month; 17,100 workers were involved in the disputes in progress during the month and the time loss was 59,000 working days.

Of the 57 disputes beginning in January, 7 arose out of demands for increased wages and 22 over other wage questions; 2 over working hours; 10 over questions as to the employment of particular classes or persons; 15 over other questions as to working arrangements; and one was a sympathetic strike. Final settlements were reached in 54 disputes of which 11 were settled in favour of workers, 28 in favour of employers and 15 resulted in compromises; in 6 other disputes work was resumed pending negotiations.

Chile

A strike of 5,000 employees of El Teniente Copper Mine was in progress from February 19 to March 12. The demand was for an increase in wages of seven pesos a day, the company offering an increase of five pesos. The terms of the settlement were not published.

United States

Preliminary figures show the number of strikes beginning in February as 190, involving 57,000 workers in new strikes. The time loss for all disputes in progress during the month was 425,000 working days.

After a two weeks' strike over a union organization dispute, 18,000 employees of textile mills at Fall River, Massachusetts, voted to return to work April 7.

ESTABLISHMENT OF NATIONAL SELECTIVE SERVICE IN CANADA

Complete Mobilization of Man-power for Service on Military, Industrial and Agricultural "Fronts" Provided in Series of Orders in Council Announced by Prime Minister—Measures to Build Potential Reserves.

THE extension of National Selective Service "to effect the orderly and efficient employment of the men and women of Canada for the varied purposes of the war" was announced by the Prime Minister, Rt. Hon. W. L. Mackenzie King, in the House of Commons on March 24.

Briefly, the policy of war-time mobilization of man-power and woman-power, which became effective on March 23, provides for the direction of Canada's utmost effort on the three major fronts—the active service front, the industrial and labour front and the agricultural front. The salient facts in the mobilization of the country's human resources may be summarized as follows:—

(1) The Minister of Labour has been assigned the primary responsibility for extending National Selective Service with the direction and co-ordination of the policy vested in a Director of National Selective Service and an Associate Director.

(2) Sharing in the allocation of man-power are the Departments of National Defence (Navy, Air, Army), Munitions and Supply, National War Services, Pensions and National Health, and Agriculture.

(3) The work of the participating Departments will be closely integrated by the Inter-departmental Committee on Labour Co-ordination (recently strengthened by the employer-employee representation on the executive of the National War Labour Board. See this issue, page 385).

(4) Advising on major questions of policy will be the National Selective Service Advisory Board comprising the membership of the Inter-departmental Committee on Labour Co-ordination and the complete panel of the National War Labour Board together with representatives of agriculture and of women and such other persons as the Minister of Labour may designate.

(5) An inventory of man-power will be maintained through a central registry estab-

lished in the Department of Labour, and based upon the records of the Unemployment Insurance Commission and the 1940 National Registration.

(6) Mobilization of industrial man-power will be effected through the agency of the Employment Service of Canada.

(7) Recruitment for active service continues as before under the Defence Departments, with the calling up of men for compulsory training remaining the responsibility of the Department of National War Services.

(8) Appeals from the compulsory or restrictive regulations are to be decided by the 133 National War Service Boards, with a possible increase in this number.

(9) The right of appeal is accorded not only to employers, employees, and farm labourers, but also to interested Government departments.

(10) Man-power reserves for war service and industry will be increased by:—

(a) Accelerating the program of curtailing civilian production and the attendant shifting of labour into some form of war service.

(b) Extending training, re-training and up-grading of working forces.

(c) Re-conditioning the physically unfit.

(d) Bringing women into industry.

(11) By a scheme of training for personnel management, supervisors are to be made available to war industries.

(12) The age limit for compulsory service has been raised from 24 to 30 years for men unmarried as of July 15, 1940, selection to be by lot over the entire age range.

(13) There will be stabilization of employment in agriculture.

(14) There will be prohibition of entry into a schedule of restricted occupations and industries by physically fit men of military age.

Text of Prime Minister's Announcement

The details of the comprehensive plan were announced in the House of Commons on March 24 in the following address by the Prime Minister:—

Mr. Speaker, the speech from the throne at the opening of the present session of parliament contained the following paragraph:

The government's policy of national selective service will be extended, as generally and rapidly as may be necessary to effect the orderly and efficient employment of the men and women of Canada for the varied purposes of war. You will be advised of the means the government proposes to adopt to effect as complete as possible a mobilization of the material

resources and man-power of the country in direct furtherance of a total national effort.

I propose in the statement I am now about to make to set forth means the government proposes to adopt to effect increased mobilization of the man-power of the country in direct furtherance of a total national effort, and to outline the measures themselves as already adopted.

Modern total war is not confined to the struggle between opposing armies and navies and air forces. It is a struggle between whole peoples, in which all of each nation's resources, both human and material, must be mobilized and brought into action. It is therefore a misconception to assume that the war-time man-power problem is merely a problem of raising men for the armed forces. This is only a part, and not necessarily the most difficult part, of the problem of mobilizing the man-power of a nation for modern war.

Man-power—and in that term I include woman-power—is required for many and varied tasks. In the first place, essential civilian services must be maintained as the foundation of community life on which the war effort rests. These essential tasks are a form of service just as truly as making munitions or serving in the armed forces. In order, however, to free younger men for direct war service, civilian tasks, as far as may be possible, should be performed by older men or by women.

The production of food, in war time, is one of the most essential civilian tasks. To the extent that food is produced for Britain, or other allied countries, or for Canada's own fighting men, it is a direct war service. If this aspect of Canada's total effort is not to suffer, the man-power required for food production must be kept available.

The man-power requirements for munitions production must also be filled. Some 600,000 workers are already engaged in the production of munitions. It is estimated that in the course of the next twelve months an additional 100,000 workers will be required.

In the armed forces our estimated requirements for the ensuing twelve months are a further 13,000 men for the navy, 90,000 to 100,000 for the active army, and 70,000 to 80,000 for the air force. These figures were given to parliament on February 10th by the Minister of National Defence. In addition, men will continue to be called up for military service within Canada; and this on a considerably increased scale.

Definition of National Selective Service

When, on January 26, I announced the war program for the coming year, I stated that the men and women required to carry

out the program would be mobilized by an extension of the application of national selective service.

It might be helpful were I to repeat the definition I then gave of national selective service as understood by the government.

By national service is meant any form of service, either voluntary or compulsory, which contributes directly to Canada's war effort. By national selective service is meant the selection of men and women for the various forms of national service according to the method or methods calculated to produce the most satisfactory results.

In order to be selective, national service does not necessarily need to be compulsory. The selective aspect applies also to voluntary service. The army, for example, does not accept every man who offers to enlist. As a war measure, compulsion is only of value where it serves to ensure a greater total effort.

Organization and Administration of National Selective Service

In speaking on the war program in January, I made it clear that the extended application of compulsion to national selective service was a highly complicated matter, one which required very careful planning and organization. I also stated that, to carry out the proposed measures equitably and efficiently, the administrative machinery would necessarily be intricate and complicated.

Final responsibility for the allocation of man-power, as for all other phases of our war program, necessarily rests with the war committee of the cabinet. The war committee determines, in all its aspects, the scope and extent of the war program. The distribution of men and women among the various kinds of war service obviously depends upon the war program. The objectives are set forth in the program. National selective service is a method employed to help achieve these objectives.

To the problems of mobilizing man-power, the war committee has given close and continuous attention. Under the authority of the war committee, a special committee of the cabinet on man-power, presided over by the Minister of National War Services, has given detailed study to the problems involved. The recommendations of this committee have in turn been carefully considered by the whole cabinet.

I shall now set forth the procedures and measures which have been taken to organize and administer the government's policy of national selective service.

The primary responsibility for the extended scheme of national selective service has been placed upon the Minister of Labour. Under the Minister of Labour, the administrative responsibility for the direction and coordination of the policy has been vested in a director of national selective service and an associate director. Mr. Elliott M. Little has been appointed the Director of National Selective Service, and Mr. Paul Goulet, the Associate Director.

The responsibility for increasing the total man-power available for war service has been largely centred in the Department of Labour. It would not, however, be possible, even if it were desirable, to centralize in one department of government all the administrative responsibility for allocating man-power, and for directing men and women into the most useful form of service.

The other departments of government which share in greater or less degree in the tasks of making man-power available for war service and in the allocation of the available man-power are the departments of National War Services, Pensions and National Health, Munitions and Supply, Agriculture, and the three Defence departments. The interdepartmental committee on labour co-ordination, on which all these departments are represented, assists in coordinating the functions of the various departments, in so far as they relate to the mobilization of man-power. The committee has been strengthened by the addition of the employer and employee representatives on the executive of the National War Labour Board.

A national selective service advisory board has been established to advise on major questions of policy. This board includes, in addition to the members of the labour co-ordination committee, the full membership of the National War Labour Board and such other persons as the Minister of Labour may designate. This latter provision will ensure the representation on the board of the agricultural community and of women.

In the program of national selective service, extensive use is being made of the facilities of the Employment Service of Canada. In each area covered by an employment and claims office of the Unemployment Insurance Commission the director of national selective service will shortly appoint a national selective service officer. The national selective service officers will have local charge of the administration of the selective service program for their respective areas. They will be advised and assisted in their work by voluntary unpaid citizens' committees which will be set up in each of the areas.

A central registry has been established in the Department of Labour to aid in promptly finding the appropriate men and women needed at any particular time. The registry is based upon the unemployment insurance records, and the records of the 1940 national registration. To the registry will be added the records of such further surveys of man-power as may be made from time to time with a view to building up a complete inventory of man-power available for war and essential civilian purposes. To consolidate records and to avoid duplication, the administrative responsibility for national registration has been transferred from the Department of National War Services to the Department of Labour.

Under the program now adopted, the mobilization of industrial man-power will, in the main, be effected through the agency of the Employment Service of Canada. The armed forces will continue to recruit men for the active army, the navy and the air force by the present voluntary methods. The calling up of men for compulsory military training and service will continue to be the responsibility of the Department of National War Services.

Compulsion is now being applied in aspects of the mobilization of man-power, other than military service within Canada, to which it has been applied since October, 1940. It is recognized that no hard and fast compulsory regulations can be made which may not work injustices in individual cases. As a consequence, considerable discretion has been vested in the national war services boards to decide appeals from the compulsory or restrictive regulations of the government, and from the orders of the director of national selective service and the national selective service officers.

The right of appeal will be enjoyed, not only by employers, employees, farmers, farm labourers and others directly affected, but also by interested government departments. The duty of hearing civilian appeals will add greatly to the work of the national war services boards, now mainly concerned with the appeals of men called up for military service. In order to cope with the increased duties which will fall upon the boards, it may become necessary to increase their number and in some cases to divide their territorial jurisdictions.

Aspects of National Selective Service

The war-time mobilization of man-power has three important aspects:

1. Estimating the number of men and women required for the different kinds of war service;

2. Increasing the total man-power resources available for war purposes. In other words, making available for some part in the war effort the largest possible number of men and women.

3. Directing the available men and women into the most useful form of war service.

All of these tasks have to be carried on at one and the same time, and, in part at least, through the same channels.

The whole program is interrelated and interdependent. I shall now give a brief outline of each of the measures, indicating, as far as possible, how each relates to and affects the other.

Estimating Man-Power Requirements

Estimating the number of men and women needed in the war effort, and the most effective distribution of the total among the armed services, war industry and essential civilian pursuits, is a difficult task. A constantly changing war necessitates constant changes in military and production plans. These changes, in turn, involve continuous revision of the estimates of man-power requirements, and the proposed allocation of man-power reserves. To this end, the director of national selective service has been given authority to obtain information from government departments, and empowered to secure from employers, by compulsion if necessary, full information, regarding prospective labour requirements, existing labour forces, wage scales and working conditions.

Making Men and Women Available for War Service

In the early months of the war, there were large reserves of available man-power for war service because of the unemployment and under-employment of many thousands of Canadians. If we except women who, for domestic or social reasons, have not desired or sought employment, we are now well past the stage where there is any considerable reserve of employable unemployed persons. Women, therefore, constitute the most important available reserve of man-power. It is, however, not so much by bringing women directly into the armed forces, though that is being done, that the total man-power available for war service can actually be increased; rather is this end accomplished by the substitution of women for men in essential civilian tasks, and in war industry.

Additional man-power is becoming potentially available for war service as an indirect result of the curtailment of civilian production. To the achievement of a maximum effort, it is vital that man-power thus released be

shifted as speedily and efficiently as possible into some form of war service. The process of shifting man-power from civilian occupations into war service has, of course, gone on steadily since the outbreak of war. It has now been given more definite governmental direction and is being accelerated.

For more than a year, the Department of Labour, in cooperation with the provinces and industry, has been increasing the man-power available through training men and women for employment in war industries. During the past year, more than 60,000 trainees received instruction in about one hundred technical schools. Industries cooperating with the Department of Labour, and often on their own initiative, trained at least an equal number. Through the Department of Labour services, and directly in industry, greater provision is now being made for training and retraining men for essential war production; for diluting present working forces by employment of men of lesser skill for simpler operations; and for the constant up-grading, as a result of training and experience, of existing working forces.

The program of increasing war-time man-power reserves has a threefold objective:

First, to increase the total male labour force available for war production.

Second, to make possible the replacement of able-bodied men of military age with older men, or men less fit physically for arduous tasks.

Third, to increase war-time man-power reserves by bringing women into industry. This is the most important single feature of the program.

The first two objectives are being accelerated by governmental and industrial assistance. The assistance is similar in character, although on a smaller scale, to that being afforded for recruiting female labour.

The series of measures being undertaken to bring women into industries include:

1. Recruiting campaigns, planned and publicized to attract women into the needed work;

2. The provision of appropriate and adequate facilities for interviewing women applicants and for giving them advice and direction;

3. The establishment of competent job information and placement services, specializing in female labour;

4. Advances, where necessary, to meet transportation costs in getting women workers to places where work is available;

5. The provision of hostels or other satisfactory housing arrangements;

6. The provision of nurseries and other means of caring for children;

7. The provision, where needed, of medical and recreational facilities;

8. The provision in industry, as well as under direct governmental auspices, of training programs, specifically designed for women;

9. Pressure upon employers who may be reluctant to engage female labour;

10. Changes in civil service and institutional restrictions on the employment of female, and, particularly, married female labour.

Some of these measures have already been applied over a considerable period of time. From now on, they will be more extensively applied.

Making Supervisors Available to War Industries

An important phase of the man-power problem has to do with providing in war industries the necessary supervisory personnel. It has been found that, as war industries continue to expand, it is increasingly difficult to secure sufficient supervisors, personnel managers, and foremen, to direct the enlarged work forces. Many plants producing urgently needed war materials are now operating day and night, seven days in the week. Others that might be operating on the same basis are hampered by lack of supervisors.

A recent statement by Mr. Bevin on the importance of personnel factors in war production in Great Britain is equally applicable to Canada. It reads:

In the layout of our war effort, sufficient attention was not paid to the personnel problem. . . . The longer the war goes on, the more necessary it becomes to pay greater regard to this personnel side of industry. The absence of a proper understanding of the problem has been one of our greatest handicaps in this great struggle. . . . Hence my additional plea for the personnel manager, who should be specially trained to have an equal position in industry with other members of the executive. Indeed, I am sure—and I would emphasize this—that our post-war position will be materially helped, and the future prospects of British industry enhanced, by a full appreciation of this important fact.

To assist our Canadian employers to meet their personnel problem, provision has been made by the government for training in personnel management. The universities have agreed to cooperate. Experienced personnel men will serve as instructors and sponsors. Trainees will be given practical instruction in the classroom, and on the job.

If the experience of this undertaking warrants, these facilities will be extended to foremen and other supervisors. It is hoped by this means greatly to reduce an important area of

difficulty in war production. Moreover, better personnel policies and practice should minimize friction between management and men, improve morale, and thereby increase output.

Re-Conditioning the Physically Unfit

The government is also undertaking an extended program of reconditioning men to fit them physically for military service.

It is and has been standard practice for the army to accept men for service who require only dental treatment, provision of glasses, or nutritional improvement. After enlistment or enrolment, treatment is provided for these men as a matter of routine.

There are, however, men volunteering for the active army, or called up for training and service, who at present have to be rejected because of some condition other than those just mentioned, and which, though not a serious disability, is important enough to require more than routine treatment.

It has been decided that when disabilities of this class are mendable within a comparatively short time, free remedial treatment will be provided to restore the standard of physical fitness of these men. Such a policy is in the interests of the armed services and also of benefit to the health of the nation as a whole.

Free treatment will be available to those who volunteer and undertake in writing to enlist as soon as they are physically eligible, provided they are certified by a competent board to be cases in which the disability can be removed or mended by treatment so as to make them physically fit for enlistment within a specified reasonable period.

Free treatment will also be available to those who are called up for compulsory training and service provided it is similarly certified, as in the case of volunteers, that the disability is such that it can be removed or mended within a specified reasonable period. When the treatment is successfully completed, these men will be available for military training and service.

In giving treatment, the Departments of National Defence, Pensions and National Health, and National War Services, will cooperate.

The treatment, both for volunteers and for men called up for training and service, will be provided or arranged for by the Department of Pensions and National Health. In neither case will men undergoing treatment be accepted into the army unless, and until, the treatment has been successfully completed. In both cases, in addition to free treatment and, if necessary, hospitalization, men undergoing treatment will be paid an allowance for time actually and necessarily lost during the remedial period.

It should be added that free treatment on precisely the same terms as in the case of volunteers for the active army, will be provided for men who volunteer for the air force, and would now be rejected for physical unfitness.

Compulsory Military Service

Until recently, the most important form of direct compulsion in mobilizing men has been the compulsory military training and service of unmarried men and of widowers without children. This, of course, is being continued, although with certain changes in the selective procedure.

A proclamation is being issued making liable to call for military training and service all men born in the years from 1912 to 1921, who on July 15, 1940, were unmarried or widowers without children. In other words, the age limit for compulsory service has been raised from 24 to 30. It has also been decided to select the men to be called up for service by drawing lots over the whole field of those who are subject to the proclamation. As soon as the necessary administrative arrangements have been worked out for this plan of selection by lot, a detailed announcement will be made by the Minister of National War Services.

Liability for compulsory military service is, at present, confined to citizens of Canada. It has been decided to extend this liability to all residents of Canada, whether citizens or not, as far as may be expedient in the light of all the circumstances. As reciprocal arrangements and other international considerations are involved in the proposal, its details cannot be announced immediately.

The liability to compulsory military service will continue to be general for the age categories affected. The burden of demonstrating the case for postponements is unchanged, except in the case of persons wholly or mainly employed in agriculture on March 23, 1942, as defined in the amended national war services regulations.

Stabilization of Employment in Agriculture

One of the man-power problems with which the country is faced is the growing shortage of agricultural labour. Means, accordingly, have had to be devised to ensure that the supply of farm labour is not depleted. To that end, regulations have been enacted to stabilize employment in agriculture.

With three exceptions, the regulations provide that no male person wholly or mainly employed in agriculture on March 23, 1942, as defined by the regulations shall enter into

any employment outside agriculture unless he has obtained written permission from the national selective service officer to enter such employment. They also provide that no person shall take into employment outside agriculture, any male person wholly or mainly employed in agriculture unless such male person has obtained such permission.

The three exceptions provided for are active service in the armed forces by voluntary enlistment, seasonal employment in a primary industry, and compulsory military training if it is established that the person concerned is not an essential worker in agriculture.

The exception of seasonal employment in other primary industries, which include lumbering, logging, forestry, fishing and trapping is, in reality, not an exception. In many parts of the country, agriculture and the the primary pursuits specified are complementary aspects of what is, in effect, a single occupation.

The other specific exceptions both relate to service in the armed forces. Voluntary enlistment of farmers and agricultural workers in the active army, the navy and the air forces will continue to be encouraged. It is felt that the privilege of serving voluntarily in the armed forces should not be completely denied to a whole class of the community, however important may be the service its members are at present performing.

On the other hand, the growing scarcity of labour on the farms and the increasing importance of maintaining, and, indeed, of increasing food production, has been recognized. This has been accomplished by a fundamental alteration of the policy regarding compulsory military training and service where such service touches persons wholly or mainly employed in agriculture. Up to the present there has been a general obligation to serve, and the responsibility for proving a case for postponement of service has rested with the individual. Under the new regulations, farmers, farmers' sons and agricultural labourers will normally not be obliged to undertake compulsory military training and service. It is realized, however, that in a limited number of cases, men on the farms are not, in fact, essential agricultural workers. If it is established to the satisfaction of the national war services boards concerned that such persons are not essential workers in agriculture, they will continue to be called for service in the appropriate age groups.

This change of policy regarding compulsory military service applies only to those who were wholly or mainly employed in agriculture, on March 23, 1942, in accordance with

the terms of the regulations. Persons who subsequent to that date may return to employment in agriculture, except from normal seasonal occupations, will continue to be liable for military service. In such cases, the earlier regulations regarding postponement will continue to apply.

Apart from the three specified exceptions to the rule that persons engaged in agriculture shall not enter into other employments, the regulations also empower the national selective service officer, having jurisdiction in the district in which a person resides, to give permission to farmers and agricultural workers to enter other employment. This provision has been included in the regulations so as to maintain a reasonable degree of flexibility in policy. It is recognized that there may be those engaged in agricultural pursuits, who, because of the limited character of their production or on other grounds, are not performing an essential war service. At the same time, such persons, because of age or physical condition, or for other reasons, may not be suitable for military service. Unless the way were left open for such persons to move into other fields of activity, great individual hardships might result, and valuable service in other fields be lost to the country.

It will, therefore, be open to farmers and others engaged in agricultural work, who desire to enter some other field of employment, to apply to the national selective service officer, having jurisdiction in the district in which they reside, for permission to change their employment. Detailed regulations to guide national selective service officers in determining whether such permission shall be granted or refused will be made and revised from time to time in the light of experience. Two governing factors will be taken into account in determining these regulations, namely, the maintenance of the necessary agricultural production in Canada, and the extent to which the applicant is essential to the maintenance of such production.

The policy of stabilizing employment in agriculture represents what, in effect, is a block allocation to agriculture of the persons best fitted for food production. It constitutes a form of large scale selection for national service which should go far to ensure the supply of man-power essential to the food production aspect of the national war effort.

Diversion of Technicians to War Services

Another step in the allocation of man-power recently taken, relates to the diversion of technicians to war service. It concerns persons normally engaged in the engineering profession as civil, mechanical, electrical, chemical, metal-

lurgical or mining engineers; also productive and industrial engineers, college teachers in engineering science, persons trained in any branch of the science of chemistry, research scientists and persons other than teachers holding university degrees in engineering, chemistry, physics, geology, mathematics, architecture, or in any natural science; also all technically qualified members of the Engineering Institute of Canada, the Canadian Institute of Chemistry, the Canadian Institute of Mining and Metallurgy, the Royal Architectural Institute of Canada and of any provincial association of professional engineers, chemists or architects.

About a year ago, with the aid of the professional engineering societies, there was established in the Department of Labour a war-time bureau of technical personnel. The bureau has accumulated information on most of the professional engineers of the country. It has sought to make engineers available as needed in the armed services and in war industry. That time has come, when in the opinion of the government, all technical men should be shifted from non-essential activities to war or other essential services.

Under regulations at present in force, if, at the request of the Minister of Labour an engineer is willing to transfer to more essential work, his present employer is obliged to release him and to reinstate him when his undertaking on essential work is completed. Employers who hire or release technical employees are required to notify the bureau so that technical men as needed in the war effort may be quickly located. Contracts of employment for the services of technicians require the approval of the Minister of Labour.

This measure is restricted for the present to professional technicians. It may, however, become necessary as an essential war service, also to require skilled workmen in certain categories, to remain in their existing occupations in war industries, or to move from one war industry to another, or to remain in certain essential civilian occupations. Should such widespread control become necessary, every effort will be made to reduce its arbitrary aspects to a minimum, and to secure, from workmen and employers alike, the largest measure of voluntary cooperation.

Restriction of Entry into Certain Occupations

In order to increase the numbers of men available for service in the armed forces, in war industry, or in other essential occupations, regulations have been made which prohibit the entry into employment in a wide variety of occupations, of men who are of military age and physically fit. These occupations will be known

in future as restricted occupations. The regulations include a schedule of the restricted occupations. The schedule comprises:

Bookkeepers, cashiers, stenographers, typists, clerks, office appliance operators, messengers, salesmen and sales clerks, taxicab drivers.

Any occupation in wholesale or retail trade, advertising, and real estate.

Any occupation in, or directly associated with, entertainment, recreational or personal service, including but not restricted to theatres; film agencies; motion picture companies; clubs; bowling alleys; pool rooms; sports; barbering and hairdressing; domestic service; dyeing; cleaning and pressing; laundering; hotels and lodging houses; baths; restaurants; cafes and taverns; shoe shining, guide service, and funeral service.

Any occupation in the manufacture or production of

1. Biscuits, confectionery, cocoa.
2. Bread and bakery products.
3. Aerated and mineral waters and other beverages.
4. Liquors, wines, beer.
5. Rubber products.
6. Tobacco, cigars, cigarettes.
7. Leather and fur products.
8. Textile products.
9. Furniture and upholstering.
10. Photography.
11. Printing, publishing and engraving.
12. Radios, refrigerators, washing machines, and vacuum cleaners.
13. Jewellery and watchmaking.
14. Pottery and china.
15. Soaps, and toilet preparations and articles.
16. Mattresses.
17. Musical instruments.
18. Barber and beauty shop equipment.
19. Cameras and films.
20. Sporting goods.
21. Games, toys and novelties.

Any occupation in the repair of clothing, boots and shoes, furniture and household equipment, jewellery or watches, musical instruments.

It is provided that, on and after March 23, 1942, no male person shall accept employment, and no employer shall engage any male person in any of these restricted occupations, unless such person presents to the prospective employer a birth certificate or other incontrovertible evidence that his age is less than seventeen or more than forty-five years; or a certificate of honourable discharge from the armed forces; or evidence of rejection on grounds of physical unfitness for active service in the armed forces during the present war;

or a permit from a national selective service officer authorizing him to accept such employment.

The conditions which govern the granting or refusing of permission by national selective service officers are to be made, and may be revised from time to time, by the Minister of Labour. Permits are necessarily subject to cancellation at any time.

The Minister of Labour is authorized to require employers to furnish reports about all persons engaged for or released from restricted occupations. The governor in council is empowered to amend the schedule of restricted occupations, by the deletion or addition of any occupation.

By applying the negative compulsion of restriction, where possible, in preference to the positive compulsion of allocation, the waste of man-power in unessential activities is prevented. At the same time, men and women are maintained in or directed into the form of service they prefer. It is obvious that the greater the measure of willingness that can be preserved, the more effective the service will be.

Scope of Selective Service

May I say, in conclusion, while the government has not hesitated and will not hesitate to apply compulsion where compulsion will serve to increase the total war effort, the government has no desire to add unduly—which means wastefully—to governmental machinery. It is essential that at a time of war, the services of men and women should not be consumed in unnecessary tasks. It is imperative that the services of all should be directed into war-time tasks. In those aspects of our war effort in which voluntary methods are working satisfactorily, voluntary selection, including a measure of choice by the individual of the appropriate field of service, has been and will be continued. The more expensive and complicated methods of compulsion have been employed only where it is felt that compulsory selection is necessary in order to increase efficiency in the prosecution of the war. Compulsion, however, will be applied without fear or favour wherever in the opinion of the government its use will aid in the achievement of a maximum war effort.

Clarification of Man-power Mobilization by Director of National Selective Service

The new program—which, together with price and wage control, is weaving a new pattern in Canada's war-time design for living—was clarified by press conferences held by both the Minister of Labour, Hon. Humphrey Mitchell,

and the Director of National Selective Service, Mr. Elliott M. Little. In addition, the new policy was further explained in national radio broadcasts by Mr. Little and by Mr. Paul Goulet, the Associate Director, and by Mr. G.

H. Lash, Director of Public Information. Mr. Little also spoke at the convention of the Canadian Daily Newspaper Association. Since Mr. Little's broadcast over a national network outlined the operation of the plan it is given herewith in its entirety:

Many of you are wondering what national selective service is, how the plan will be put into operation, and, most important of all, how it will affect you. I will try to answer some of these questions.

In the first place it should be understood that the whole purpose of selective service is to give each Canadian the job he or she can do best in this war.

This is total war. In total war, every citizen must subordinate every other interest to the essential job of beating the enemy. We should realize in Canada, as much as the people in Britain and Australia do, that this is a life and death struggle. It's a struggle which we must fight in the factories, producing weapons. We must fight it in the fields, growing food. We must fight it on the battlefield, wherever our armed forces can meet the enemy.

We must do better than we have done yet. We have done much. We must do more. We've got to perform miracles!

It has been estimated that about 40 per cent of our national energy is going into the prosecution of the war on the production front. This is a lot when you consider that at no time in the last war did production take more than 10 per cent of our energy. But it is not a lot when you remember that Germany is putting 70 per cent of her energy into the war. You cannot fight a 70 per cent effort with a 40 per cent effort. We have been too willing to accept the fallacy that one Canadian is as good as five Germans or ten Japs. That's suicidal thinking.

Don't let us become self-satisfied because our war production has increased by leaps and bounds. Don't let us overlook the fact that Germany too is increasing production. The British Ministry of Economic Warfare tells us that German production has now reached the highest point in its history.

Necessity for Measure

As a free people, we don't like the idea of regimentation, but we are beginning to wake up to the fact that we must accept a measure of regimentation in Canada temporarily, if we are not to have slavery forced upon us permanently.

There is no need or desire to gloss over facts or kid the people of Canada. National Selective Service may have phases which will hurt as time goes on. But I would point out that these regulations are no more drastic than such economic regulations as the price ceiling

and wage control, which had no precedents in any democracy. The wage and price regulations were accepted because Canadians knew we had to have them if we were going to win. Selective Service springs from the same necessity.

When announcing Selective Service, the Prime Minister made it plain that this manpower problem means much more than getting men into uniform. It involves seeing that essential civilian services are maintained, that sufficient food is produced, that munitions are turned out in an ever-increasing volume.

He gave us some figures, too. Munition production will require another 100,000 workers in the next year, which will bring the total war industry to 700,000. In the same period the army, navy and air force will require 200,000 more men.

That makes a total of 300,000 additional people needed in the next 12 months. Where are we going to get them? Broadly speaking we are going to encourage workers to transfer from non-essential jobs to war industry and the fighting forces. At the same time we will bring more women into industry. There will also be boys and girls coming of age by the thousands.

All will be affected by this program in time. As I said, this means a certain measure of regimentation, but I assure you this adjustment will be brought about with the least possible compulsion. That is the democratic way, and your government is depending on your co-operation rather than on the force of law. The law will, of course, have teeth for the few who have to be persuaded.

Right here, I want to emphasize that this whole Selective Service program is your program. As it develops, it will provide the answer to the question you have been asking: "What can I do to help?"

It will get into stride with all the speed we can put behind it—but speed—we hope—without confusion. We aim to avoid confusion by careful planning. This planning has already started.

Inventory of Man-power

The first thing is to obtain adequate information on the available man-power of Canada and keep it up-to-date. The national registration of June, 1940, gave some basic information on the numbers, sex and age groups of our people, and it served a useful purpose at the time. However, it falls short of giving all the information necessary to-day. We need a continuing inventory of our manpower. We must know quickly of the improvement in the skills of our people. We must know where they are to-day and what they are capable of doing to-day, and if three

months or one year from now conditions require new information, we must have the machinery to get it and get it quickly. We cannot plan an all out war effort without such running inventory.

It is not only essential to have this information for our war planning, but it will be equally desirable for our post-war planning.

In my opinion, the one fundamental and all-important problem of the immediate post-war period will be the finding of useful employment for the men and women of working age in Canada—useful employment for men and women who, by the end of the war, will be in the active forces or in some war industry. In setting up an organization to meet war needs, we will keep in mind the need for machinery to deal with post-war problems.

Now I want to outline the selective service program in some detail.

As man-power becomes scarcer, the government is setting up priority ratings, just as it has already done on materials. It is necessary to secure and co-ordinate information on our man-power requirements and plan for the orderly procurement of man-power for these requirements.

Restricted Industries and Jobs

As a basic part of its program the government has named certain entire industries as restricted. That is, men between the ages of 17 and 45 who are physically fit, cannot enter these industries except by special permit. The government has also named certain jobs as restricted, regardless of what industry they are in, since it considers that these can be performed by women and older men. Bookkeeping is such a job, regardless of whether it is in a munitions plant or a confectionary shop.

This does not mean that if you are a male bookkeeper between 17 and 45 and physically fit, you must quit your work. It means if you are between 17 and 45 and physically fit you can't take such a job if one is open, unless you have a permit.

The detailed administration of the plan—and that includes considering applications for these permits—will be handled by selective service officers in each locality.

Temporarily, local managers of the Unemployment Insurance Commission are acting as selective service officers. They will apply the regulations in each locality, with discretion, so as not to work unnecessary hardship.

Permit Procedure

I would like to emphasize here that the regulations don't tell people where to work. They simply tell the able-bodied man of military age where he cannot work—unless he has obtained a permit.

If you are between 17 and 45, and physically fit, and want to enter a restricted occupation or industry, you must present your application for a permit in writing to one of the selective service officers. In such cases and as a general rule, you will not be given a permit unless you can show you are unable to obtain employment in an occupation not on the restricted list.

Great care will be taken in granting permits to single men in the age-groups subject to draft call—that is, from 21 to 30. More leniency will be shown married men with dependents.

It should also be understood that permits to work in restricted occupations are granted only on a temporary basis and can be revoked at any time.

The plan visualizes that many peace-time concerns may eventually be wholly or partially closed through shortages of materials. If and when this happens, employees of such concerns will be available for essential work. It is hoped our planning will anticipate such adjustments so that transfers can be made in an orderly way.

All these regulations I have been describing apply only to male persons. None of them apply to women. That should be clearly understood. However, we anticipate that as more workers are needed, women will be eager to respond to the call. Meanwhile, it would be helpful if women who are willing to work would so notify the employment offices in their own districts. In doing so they should let the officers know what type of work they believe they are suited for, because as need arises, employers will be anxious to have their help.

Position of Farm Labour

A vital part of this man-power program is the maintenance of an adequate supply of farm labour. It's just as necessary to continue food production for ourselves at home and for troops and allies overseas as it is to make tanks and guns.

As the Prime Minister told you, there is a growing shortage of farm labour. To meet this situation the government has ruled that no man who is chiefly engaged in agriculture can take any other job without written permission from a selective service officer.

When I say he can take no other job, I should qualify that. There are throughout the country many men who spend most of their time on the farm but still spend a part of the year in such seasonal occupations as logging, fishing, forestry and trapping. The regulations do not prevent these farmers carrying on this extra work.

As a further guarantee of continued food supply, the regulations provide that a man whose main occupation on the 23rd of March

last was farming, may be granted indefinite postponement of compulsory military service.

He must, however, be able to establish that on March 23 his chief occupation was farming, even though on that date he may have been temporarily engaged in logging, fishing, forestry and trapping.

I cannot stress this too much, because there have been many inquiries about it. Some men who were working in mines and war plants left their employment after March 23, apparently with the mistaken idea that they would be exempt from military service if they hurried back to the farm.

Calls for military service which go out to all young men of 21 to 30 will still go out to farmers, and must be answered; but a young farmer may write the district registrar who sent him the call and apply for an indefinite postponement of his military service, on the grounds that he is an essential farm worker and that farming was his chief occupation on March 23. Unless his claim is challenged, his application will be granted.

Of course, there is nothing to prevent a farmer volunteering for the armed forces any time he is so inclined.

Labour Not Frozen

Now I want to turn to another point. There seems to be an impression in some quarters that certain classes of labour are "frozen"—that is, that they may not leave their present jobs. This is not so.

Workers are free to move about from one essential occupation to another.

Farmers, as I have mentioned, are free to engage during the off seasons in the primary industries, without losing their right to special treatment from the draft authorities. It is important that people get this straight.

We had a situation in one section where a group of farmers refused to leave their farms to cut pulpwood because they feared they would lose the right of having their military service deferred. To these farmers I say this fear is without foundation. Pulpwood cutting is seasonal work and is regarded as part of a farmer's normal occupation. Both pulpwood and timber are essential to our war effort.

Another frequent inquiry is whether students will be allowed to work in non-essential occupations during the summer. Where youths of 17 to 21 are continuing their schooling, the answer generally will be yes, except in sections where they are needed in war industry. They must of course have permits to enter non-essential occupations.

Young men attending the universities and technical schools, who possess special training and skill, needed in war industries, will be expected to devote themselves to that type of work.

One trouble we anticipate in giving effect to our program is that people are likely to themselves be alarmed by false rumors or misinterpretations. There is no reason for anyone to get hysterical. This is Canada—not Germany.

We are mobilizing our man-power and woman-power, but we are doing it in the Canadian way. The government will protect the rights of the individual as much as possible.

Now that we have selective service, people are asking what they should do. While we are putting this program on its feet they should stick at their present work. A tremendous amount of time and energy is lost by people hopping from one job to another, all too often just for the sake of a change.

The shift-over to complete war production can only be made gradually. As additional workers are needed in war plants, we'll let you know.

Training for Skilled Work

Among other things, the selective service plan will involve the training of thousands of people for skilled and semi-skilled jobs. This will be done partly in the plants and partly in technical classes sponsored by the Dominion-provincial training program. These classes will be expanded as we determine the future needs of each industry and various branches of the armed forces. In addition, our universities must be organized and aided as training centres for technical personnel.

As far as possible, we proposed to take the work to the people, rather than to take the people to the work. You cannot transfer any large number of workers from one place to another without creating secondary problems of housing, transportation and so forth. These secondary problems in turn mean that materials and man-power must be diverted to meet them, defeating the purpose of the program.

The rehabilitation phase of the man-power program should also be noted. This provides for the medical treatment of men who have been rejected by the armed forces because of minor disabilities. Where these disabilities can be remedied, the men will receive free treatment so they may qualify for active service when cured.

Employment Procedure

May I now give a word of direction. The regulations our government has laid down for national selective service should be observed not only in the letter but in the spirit. In its present stage the program is made up of a number of steps which may lead to rationing of labour if man-power, especially in certain skilled trades, becomes scarcer. If employers conform to the spirit of the regulations now, headaches and troubles will be avoided later.

Obviously employers should hire women and older men to minimize disruption in their organizations as younger men are withdrawn from the armed forces and essential industries. Regulations covering engineers and technicians now require an employer to release such experts if they are needed in a war industry, and to take them back when their war job is over. These regulations also indicate future policy for other occupations.

We would urge both employers and workers to use the public employment offices from now on. These are the employment and claims offices of the Unemployment Insurance Commission. It is important that employers keep these offices informed of their man-power needs, so that available workers can be placed

where they are required most. The public employment offices will become increasingly important as this program develops. Although there are almost 100 now, it looks as if more offices will have to be opened and the staff in existing offices probably increased.

Not long ago Australia's great leader, Prime Minister Curtin, made a speech. He said, and I quote—

"It is now work or fight for everyone in Australia. I say to you, as a comfort to our friends and a stiff warning to our enemies, that only the infirm remain outside the compass of our war plans."

Those were Prime Minister Curtin's words, and he meant business. So must we.

Address to Editors on Man-power Problem

Subsequently, the Director addressed the convention of the Canadian Daily Newspaper Association at Toronto on April 15. In another informative and pungent speech the Director, after first telling the editors of the invaluable service they could render in maintaining an informed public opinion, again outlined the purpose and scope of national man-power mobilization. He warned that:

"Many peace-time industries may feel the pinch—not only as to the materials they use, but their workers will have to be diverted into essential tasks. It is because of the urgency for this diversion that the government has restricted employment in certain industries. This restriction consists of telling physically fit men of military age, that is, from 17 to 45, *not* where they *must* work but where they may *not* take work without a permit from National Selective Service officers.

"I would emphasize that there are *restricted* industries in which no jobs may be taken by a physically fit man of military age without a permit, and there are *restricted jobs* which may not be taken by a physically fit man of military age regardless of what industry the job is in.

"The reason for this is obvious. The government considers that these jobs and/or industries may be adequately carried on by women and older men. This releases the younger men for the armed forces and heavier work in war industry.

"I should like to point out that *restricted* occupations and enterprises are *not* necessarily non-essential. The bakery business, for example, is rather essential; but you will find it on the list because women and older men can operate it. . . .

"As time goes on all occupations must be governed by the acuteness of the man-power shortage. Our war effort will result in a general

tightness in labour supply. Only when we have a real and general tightness will we have concrete evidence before us that every man and woman is doing his or her part.

"If that objective is desirable, and I am sure we agree that it is, we may have to have labour rationing. We may have to allot each employer only such men as can be spared to meet his essential needs."

Ascertaining Man-power Requirements

Dealing with the urgent factor of ascertaining immediate requirements, the Director stated:

"We are assembling the presently indicated man-power requirements of the army, navy and air force for the next year. The Department of Munitions and Supply is, at this moment, securing further information as to the man-power needs of war industries. As soon as this information is assembled, steps shall be taken to see that the needs are filled.

"We will then be in a position to devise a practical plan of mobilization. To do that we will need the co-operation of everyone. We must be advised in sufficient time of future man-power requirements. We must also be advised of the expected future supply of man-power which will become available as non-essential production falls off. In other words, there must be some central clearing medium for all such information and its use. Our office is that medium.

"While we talk of drawing up a plan, we must all appreciate that with the changing fortunes of war, changes will be necessary in any plan we devise; but it is obviously better to have a plan which may have to be changed, than to have no plan at all.

"The Prime Minister said in his address, when enunciating the government policy, that

a total of approximately 300,000 were needed in the armed forces and war industries during the next 12 months.

"Where do we get these 300,000 people? As some industries close down because of lack of material or because they are not required, their workers will be transferred in as orderly a manner as we can, to war jobs. We will avail ourselves of the thousands of boys and girls coming of age each year. Women also will be called upon to take a larger part in industry as the demand for labour grows."

Women in Industry

On the question of women in industry, the Director emphasized that no compulsion is planned, and added:

"Selective service regulations are confined to men; none of the regulations apply to women. However, when women are needed, I am sure they will be anxious to help. The desire of our women to serve and sacrifice is at least equal to that of our men.

"Now, when I speak of putting women into industry, it might be a good time to explain that we don't intend to bring women in one door and have skilled men forced out the other door. There is still unemployment in some sections of Canada. We might as well recognize the fact. There are still workers of some skill walking the streets. Certainly, it would be folly to recruit women in these places, until the men have been absorbed. It is entirely contrary to the principles of the selective service regulations—that an employer utilize those regulations to replace men with women merely for the sake of having the same work done at lower cost.

"The important thing is to get the bread-winners working first; then the women who can work full time; then, when it becomes necessary, the women who will work part time."

The Farmer and Selective Service

Again the Director took occasion to clarify any confusion on the relation of man-power to agriculture, and observed:

"Since the war started, many thousands of men have left the farms to enlist or go into industry. The result is that there is at present a serious shortage of farm labour.

"Accordingly, the government has ruled that no farm worker may enter any other employment, with the exception of seasonal work like logging, lumbering, forestry, fishing and trapping, unless he has a permit. He may of course, enlist in the armed forces if he wishes.

"In keeping with this regulation, young farmers of draft age (21 to 30), will be given preferential treatment by the draft boards.

They will still be called up, and must answer, but they may answer merely in writing; farming was their chief occupation March 23 last, and they are essential to a farm, they will be granted an indefinite postponement of military service. Of course, if a man has six sons on a small farm, they will not necessarily all be regarded as essential to the farm.

"There have been some misinterpretations of the position of the farmer under these selective service regulations. Some men who were working in mines and in factories left their jobs, perhaps in the mistaken idea that by getting to a farm they could escape being called up. The records will show where they were working on March 23. I reiterate that only those farmers who were chiefly engaged in farming March 23, and are essential to the farm, can expect postponement of military service."

Necessity of Better Industrial Relations

The Director strongly urged the development of better industrial relations as of first importance in increasing industrial efficiency. In this respect, he declared:

"Our problem is not simply to man industry—industry must also be made more efficient. Each minute of time, like each pound of material, must be made to produce the maximum.

"From my own experience, I know that men do better work if they feel that they are working with you and not merely working for you. I know too that if men are encouraged to take an active interest in the operation of their plant it is amazing what practical suggestions for improving operations and increasing production come from a long way down the line.

"May I speak bluntly on this question. Better employer-employee relations have got to be brought about. Better personnel relations mean better personal relations between employer and employee. It does not mean paternalism. The employee does not want nor ask for paternalism. He simply asks to be recognized as a responsible citizen.

"Considering the urgency, it is high time that we, as factory managers and employers, recognize this—and having recognized it, do something about it. Improved relations are not merely a question of bettering the plant atmosphere. They will pay dividends in tanks, guns and planes.

"Unfortunately, not all people in the ranks of management or in the ranks of labour appreciate the effect of some of their actions. Some employees have apparently run from

dustry to the farm in the belief that they could establish immunity from military service, and, on the other hand, some employers regard the selective service regulations as an excuse for dumping their employee problems on Ottawa's lap. Plant efficiency cannot be regulated from Ottawa. An employer's rela-

tions with his employees should be of prime concern to himself, the employer.

"It should also be obvious to all that the best possible relations which can be achieved now between management and its employees can be the foundation of industrial and social security in the post-war world."

National Selective Service Orders in Council

Prior to his address on man-power mobilization, the Prime Minister tabled in the House of Commons copies of thirteen Orders in Council designed to implement the National Selective Service program. They were passed under the provisions of the War Measures Act, Chapter 206, R.S.C. 1927; The National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of Canada, 1940; The Public Service Re-arrangement and Transfer of Duties Act, Chapter 165, R.S.C. 1927, and The Unemployment Insurance Act, Chapter 44 of the Statutes of Canada, 1940.

These Orders provided for the administration of the program, the establishment of a man-power inventory, a program of physical re-conditioning of men and women rejected for medical reasons for service with the armed forces, a program of personnel management training, raising the age limit for compulsory military service to 30, a list of occupations restricted to men of military age, the stabilization of employment in agriculture, and the more effective utilization of scientific and technical personnel.

Since all of these Orders deal with a particular phase of the program, they are reproduced herewith in full, prefaced by a brief summary:

Administration

Order in Council P.C. 2254 (March 21), relates to the administration of the program. This Order provides for the appointment of a Director and an Associate Director of National Selective Service and for the establishment of a National Selective Service Advisory Board.

The Director and the Associate Director are responsible (a) for the co-ordination of the policies and activities of all governmental agencies concerned with the demand for and supply of labour, and (b) for the recommendation of policies necessary in connection with the National Selective Service Program.

The National Selective Service Advisory Board is formed by combining the National War Labour Board and the Interdepartmental Committee on Labour Co-ordination. The Director must advise with and be advised by this Board on major matters of policy affecting employers and employees.

The Director must also advise with and be advised by the Interdepartmental Committee on Labour Co-ordination on matters connected with "the development and administration of the program." The following is the text of the Order:

P.C. 2254

Whereas the Minister of National War Services and the Acting Minister of Labour report that it is essential for the development and administration of a program of National Selective Service to appoint a Director of National Selective Service and to establish machinery for co-ordination between the departments of government concerned and consultation with representatives of employers and employees;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National War Services and the Acting Minister of Labour, and under the authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and the National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of Canada, 1940, is pleased to make, and doth hereby make the following Order:—

ORDER

1. There shall be an officer who shall be called the Director of National Selective Service and an officer who shall be called the Associate Director of National Selective Service, to be appointed by the Governor General in Council, and who shall hold office during pleasure.

2. It shall be the duty of the Director of National Selective Service, with the assistance of the Associate Director of National Selective Service, to co-ordinate the policies and activities of the departments and agencies of the Government of Canada which affect or relate to the demand for and the supply of labour requisite to the prosecution of the war in all its phases, to make such recommendations as he deems necessary in connection therewith, and generally to perform such other duties as the Governor in Council may direct.

3. The representatives of employers and employees on the Executive Committee of the National War Labour Board are hereby appointed as members of the Interdepartmental Committee on Labour Co-ordination and the said Committee shall of its own initiative or on request of the Director of National Selective Service, advise him about any matter relating to the development and administration of the program of National Selective Service.

4. (1) There is hereby established a National Selective Service Advisory Board which

shall consist of the members of the Inter-departmental Committee on Labour Co-ordination and the members of the National War Labour Board and such other members as the Minister of Labour may designate, and of which the Minister of Labour shall be chairman.

(2) It shall be the duty of the Director of National Selective Service to consult the National Selective Service Advisory Board, and of the said Board to advise the Director, on any matter of major policy affecting employers and employees before any recommendation in connection therewith is made.

5. (1) The Director of National Selective Service shall appoint or designate an officer, to be known as the National Selective Service Officer, for each area assigned by the Unemployment Insurance Commission to a local employment and claims office, who shall act as the representative of the Director in such area.

(2) The Governor in Council may appoint such other officers, clerks and other employees as may be necessary to carry out the duties assigned to the Director of National Selective Service.

6. The Director of National Selective Service, the Associate Director of National Selective Service, and such other officers, clerks and other employees as may be appointed hereunder shall receive such remuneration as the Governor in Council may fix.

Appointment of Director and Associate Director

Order in Council P.C. 2301 (March 23), appoints E. M. Little, Esq., as Director of National Selective Service and Paul Goulet, Esq., as Associate Director of National Selective Service. The following is the text of the Order:

P.C. 2301

Whereas by Order in Council P.C. 2254, of March 24, 1942, provision is made for the appointment of a Director of National Selective Service and an Associate Director of National Selective Service with the duties and powers, and for the purposes, set out in the said Order in Council;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to appoint and doth hereby appoint Elliott Menzies Little, Esquire, Director of National Selective Service and Paul Goulet, Esquire, Associate Director of National Selective Service.

Inventory of Employable Persons

Order in Council P.C. 1445 (March 2), authorizes the Minister of Labour, with the assistance of the Unemployment Insurance Commission and the Dominion Bureau of Statistics, to establish and maintain "an inventory of employable persons" in Canada. The following is the text of the Order:

P.C. 1445

Whereas the Minister of Labour reports that an essential prerequisite for the effective utilization of Canada's labour supply in the war effort, through improvement of industrial

recruiting, training, transfer, and placement is the establishment and maintenance of an inventory of employable persons; and,

That the Department of Labour, with the co-operation of the Unemployment Insurance Commission and the Dominion Bureau of Statistics, has experimented in establishing a partial inventory of over two million employable persons insured under the Unemployment Insurance Act, has classified them by location, occupation, employer, sex and age, and has determined that it is feasible to establish and maintain such an inventory on any necessary scale;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under authority of the War Measures Act, Chapter 2 of the Revised Statutes of Canada 1927, and the National Resources Mobilization Act, Chapter 13 of the Statutes of Canada, 1940, is pleased to order and doth hereby order as follows,—

1. The Minister of Labour is hereby authorized and directed to establish and maintain an inventory of employable persons and for this purpose is hereby empowered:

- (a) by public notice or otherwise to direct any person or class of persons to register in such manner and at such times and places as he may prescribe and to direct any employer or class of employers to maintain such records about their employees and to furnish such reports thereon as he may prescribe; and
- (b) to direct the Unemployment Insurance Commission to obtain and furnish such information about employers subject to the Unemployment Insurance Act and such information about their employees, whether or not insurable, as he may prescribe.

2. Any person who refuses, fails or neglects to comply with any direction given by the Minister of Labour or his duly authorized representative pursuant to the provisions of this order shall be guilty of an offence and liable on summary conviction to a fine not exceeding two hundred dollars or to imprisonment for a term not exceeding three months or to both such fine and such imprisonment.

3. The Dominion Bureau of Statistics and all other departments and agencies of the Government of Canada are hereby authorized and directed to furnish such assistance to the Minister of Labour in the establishment and maintenance of the aforesaid inventory of employable persons and in estimating and forecasting the labour requirements of the armed services and industry, as he may require.

Registration of All Employees

Order in Council P.C. 1955 (March 13), implements Order in Council P.C. 1445 by requiring all employers in insurable employment to register through the Unemployment Insurance Commission all employees whether or not such employees are engaged in insurable employment. The following is the text of the Order:

P.C. 1955

Whereas the Minister of Labour reports that he has been advised by the Unemployment Insurance Commission—

That in order to carry out effectively the provisions of The Unemployment Insurance Act, 1940, and in order to provide the informa-

tion which may be required by the Minister of Labour in the establishment of an inventory of employable persons pursuant to the provisions of the Order in Council P.C. 1445 of 2nd March, 1942, it will be necessary to require all employers to register their employees as directed by the said Commission.

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of The Unemployment Insurance Act, Chapter 44 of the Statutes of Canada, 1940, the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, and the National Resources Mobilization Act, Chapter 13 of the Statutes of Canada, 1940, is pleased to order and doth hereby order as follows:—

1. Every employer who employs one or more persons in insurable employment shall register all of his employees whether they are engaged in insurable employment or not, on forms provided by the Unemployment Insurance Commission at the times herein specified.
2. The forms provided shall be completed and returned to the Local Employment and Claims Office of the Unemployment Insurance Commission as soon as possible after March 15, 1942, and not later than April 1st, 1942, in respect of all employees whom the employer believes will be in his employment on April 1st, 1942, and in respect of employees engaged on or after April 1st, 1942, unless they are already registered, the forms shall be completed at the time of engagement and returned to the Local Employment and Claims Office forthwith.
3. Any person who refuses, fails or neglects to comply with any direction given by the Unemployment Insurance Commission, or its duly authorized officers pursuant to the provisions of this Order shall be guilty of an offence and liable on summary conviction to a fine not exceeding \$200 or to imprisonment for a term not exceeding three months, or to both such fine and such imprisonment.

Transfer of National Registration to Department of Labour

Order in Council P.C. 2253 (March 21), transfers all National Registration functions and records from the Department of National War Services to the Department of Labour for the purpose of building up the manpower inventory authorized in Order in Council P.C. 1445. The following is the text of the Order:

P.C. 2253

Whereas Section 5 of The Department of National War Services Act, 1940, Chapter 22 of the Statutes of Canada 1940, provides, inter alia, that the Minister of National War Services may with the consent of the Governor in Council (a) conduct such national registration and make such survey as may be required for the effective carrying out of the provisions of the aforesaid Act and of The National Resources Mobilization Act 1940, and (b) place the results of such registration and of such survey at the disposal of His Majesty in the right of Canada; And whereas pursuant to the said National War Services Act, 1940, a National Registra-

tion Division of the Department of National War Services was set up and in the month of August, 1940, a national registration of all persons resident in Canada over the age of 16 years was conducted and is still being carried on;

And whereas by Order in Council P.C. 1445 of 2nd March, 1942, the Minister of Labour is authorized and directed to establish and maintain an inventory of employable persons in Canada;

And whereas the Minister of National War Services and the Acting Minister of Labour report that a Central Registry is being set up in the Department of Labour for the purpose of establishing and maintaining an inventory of the manpower and womanpower of Canada over the age of 16 years available for the purposes of the armed forces, war industries, agriculture and essential civilian purposes;

That it is intended to correlate the inventory of employable persons provided for by Order in Council P.C. 1445 of 2nd March, 1942, with the information already secured as a result of the said National Registration and to bring and keep all such information up to date with such further information as may from time to time be secured;

That for the purpose of better establishing and maintaining the said Central Registry, it is expedient to transfer to the Minister of Labour the duties, powers and functions vested in the Minister of National War Services to conduct such national registrations and make such surveys as may be required for the effective carrying out of The National Resources Mobilization Act and to place the results of such registrations and surveys at the disposal of His Majesty in the right of Canada and to transfer to the Department of Labour the personnel and records of the aforesaid National Registration Division of the Department of National War Services;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National War Services and the Acting Minister of Labour and under and in virtue of the provisions of the Public Service Re-arrangement and Transfer of Duties Act, Chapter 165 of the Revised Statutes of Canada, 1927, the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and the National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of Canada, 1940, is pleased to order as follows:—

1. The duties, powers and functions vested in the Minister of National War Services under the National War Services Act, 1940, with respect to conducting national registrations and making such surveys as may be required for the effective carrying out of the provisions of The National Resources Mobilization Act, 1940, and the placing of the results of such registrations and surveys at the disposal of His Majesty in the right of Canada are hereby transferred to the Minister of Labour and the personnel and the records of the National Registration Division of the Department of National War Services are hereby transferred to the Department of Labour.
2. In respect of the aforesaid National Registration and the aforementioned inventory of employable persons and all information available in the Central Registry, such information or material as may be requir-

ed by the Minister of National War Services to enable him to carry out the National War Services Regulations 1940 (Recruits) shall be furnished and made available to the said Minister.

3. Where a Government Department or any person or body of persons has, by virtue of any Act or Order in Council, power to obtain, for any purpose, information as to matters with respect to which the Minister of Labour is empowered under Order in Council P.C. 1445 of 2nd March, 1942, or under this Order to require information to be given or returns to be made,—

- (a) such department, person or body shall, if so required by the Minister of Labour, exercise that power for the purpose of assisting said Minister in obtaining any such information, and
- (b) any information obtained by such department, person or body, whether upon a requisition of the Minister of Labour or otherwise, may, notwithstanding anything in any other enactment or order, be furnished to the Minister of Labour.

4. All expenditures incurred under Order in Council P.C. 1445 of 2nd March, 1942, and under this order shall be paid out of the moneys provided by The War Appropriation Act or otherwise by Parliament for the purposes of the said Order in Council P.C. 1445 and of this Order.

Physical Re-conditioning of Rejected Recruits

Order in Council P.C. 2229 (March 23), provides for the physical re-conditioning of recruits who have been called up for compulsory military service and have been rejected for physical disabilities.

A recruit so called up and rejected may be asked to report for treatment to the Department of Pensions and National Health if such treatment will make him medically acceptable for military service within a reasonable time. Upon completion of medical treatment, the recruit shall be available for military service.

While undergoing medical treatment, a man without dependents may be paid an allowance of \$9.00 per week while a man with dependents may be paid \$13.00 per week. Provisions is made for a pension should death or disability result from such remedial treatment. The following is the text of the Order:

P.C. 2229

Whereas the Minister of National Defence, the Minister of Pensions and National Health and the Minister of National War Services report that it has been represented that many men, who have been and in the future will be called out for training under the National War Services Regulations 1940 (Recruits), passed under the National Resources Mobilization Act, 1940, have been and will be rejected for service on account of physical disabilities of various kinds;

That it is stated by examining medical officers that among such physical disabilities are many which can be corrected by hospitalization, and by medical, surgical, dental, dietary, nutritional and other remedial treatment, to a point where such men may be placed in a military service category;

That it is considered to be in the public interest to provide such remedial treatment and

That it is considered that the hospital, medical, surgical and other facilities of the Department of Pensions and National Health can be used to advantage in connection with the reconditioning treatment of such men in the manner aforesaid.

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National Defence, the Minister of Pensions and National Health and the Minister of National War Services and under the authority of the National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of 1940, and the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1922, and notwithstanding the provisions of any other Statutes, Regulations, or Orders, is pleased to make the following regulations and they are hereby made and established accordingly:

REGULATIONS

1. A man who has been called out under the National War Services Regulations 1940 (Recruits), and who has not been notified to report to a military training centre due to physical conditions which do not require active remedial treatment in hospital but only the provision of glasses, dental treatment or nutritional improvement, may, notwithstanding anything contained in the said Regulations or in Reserve Army (Special) Regulations 1941, be ordered, and shall be liable, to report to a Training Centre as referred to in said last mentioned Regulations.

2. A man who has been called out under the National War Services Regulations 1940 (Recruits), and who has not been notified to report to a military training centre due to his physical condition which requires active remedial treatment in hospital, and which condition is deemed by competent medical authority sufficiently mendable to permit, within a reasonable length of time of his being placed in a medical category in which he would be acceptable for military service may be notified to report to the Department of Pensions and National Health.

3. Upon so reporting, such man may be afforded the opportunity of accepting and undergoing treatment of any kind prescribed by the Department of Pensions and National Health for the purpose of improving his physical condition.

4. On completion of treatment under the Department of Pensions and National Health, the man shall be immediately available to and shall report to, the Divisional Registrar of the Administrative Division of the Department of National War Services in the Division in which the said man resides.

5. While undergoing the treatment herein provided for, a man, if he has no dependents, may be paid an allowance of \$9.00 per week, and if he has a dependent or dependents, an allowance of \$13.00 per week. For the purposes of this regulation "dependent" shall have the same meaning as is given to it under the

"Financial Regulations and Instructions for the Canadian Active Service Force (Canada)".

6. (a) A pension may be awarded in respect of disability or death arising out of or directly connected with the treatment herein provided as if the man had been a member of the forces;

(b) The rate of pension shall be the rate set forth in Schedules A and B of the Pension Act as payable to or in respect of a Lieutenant (military);

(c) All claims under this regulation shall be dealt with and adjudicated upon by the Canadian Pension Commission and all provisions of the Pension Act not inconsistent with this regulation shall apply to every such claim;

(d) The Canadian Pension Commission shall be and is hereby authorized to require departments of the Government concerned to maintain and furnish such records and information as in the discretion of the Commission shall be necessary to adjudicate upon any claim made under this regulation and such departments shall comply with and carry out such directions in this respect as the Commission may give.

7. The Minister of Pensions and National Health shall have power to issue, or cause to be issued, such orders and instructions as are necessary to give effect to these regulations and to the spirit and intent thereof in so far as they involve matters which pertain to the Department of Pensions and National Health.

8. All expenditures made under these regulations shall be paid out of moneys provided under The War Appropriation Act.

Provision of Remedial Treatment

Order in Council P.C. 2291 (March 23), provides that any man or woman who volunteers for active service in the Canadian Army and is rejected because of physical condition may receive remedial treatment from the Department of Pensions and National Health.

Those who receive such remedial treatment must (a) be considered such as will be fitted for active service, (b) agree to accept treatment, and (c) undertake to enlist in the active forces upon successful completion of the treatment.

While undergoing medical treatment, a volunteer without dependents may be paid \$9.00 per week, with dependents \$13.00 per week. Provision is made for a pension should death or disability result from the remedial treatment. The following is the text of the Order:

P.C. 2291

Whereas it has been represented that many men and women who have volunteered, or may in the future volunteer for service in active units and formations of the Canadian Army, have been and will be rejected for service on account of physical disabilities of various kinds;

And whereas it is stated by examining medical officers that among such physical disabilities are many which can be corrected by hospitalization, and by medical, surgical, dental, dietary, nutritional, or other remedial treatment to a point where such men and women may be placed in a military service category;

And whereas it is considered to be in the public interest to provide such remedial treatment;

And whereas it is considered that the hospital, medical, surgical, and other facilities of the Department of Pensions and National Health can be used to advantage in connection with the reconditioning treatment of such men and women in the manner aforesaid;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National Defence and the Minister of Pensions and National Health, and under the authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada 1927, and notwithstanding the provisions of any other statutes, regulations or orders, is pleased to make the following regulations and they are hereby made and established accordingly:

REGULATIONS

1. (a) A man or woman who volunteers for active service in the Canadian Army (hereinafter called a volunteer), and has not been accepted due to his or her physical condition which requires more extensive remedial treatment than is now, or may be, provided by the Army, and which condition is deemed by competent medical authority sufficiently mendable to permit within a reasonable length of time of his or her being placed in a medical category in which he or she would be acceptable for active service, may be furnished with such remedial treatment by the Department of Pensions and National Health under the following conditions:

(b) That the volunteer has been certified by appropriate competent medical authority as being a suitable subject to receive remedial treatment of such a character as will fit him or her for active service within a reasonable period of time.

(c) That the volunteer agrees to accept such treatment.

(d) That the volunteer gives an undertaking in writing in satisfactory form to enlist for active service on the completion of such treatment and upon competent medical authority certifying that he or she is fit for such service.

(e) That the volunteer gives an undertaking in writing in suitable form that, if after a reasonable period of treatment, he or she is certified by competent medical authority as being unfit for enlistment for active service, he or she will release the Crown from all claims arising out of or attributable to the treatment granted under, or anything done in pursuance of these regulations, save and except as provided in Para. 2 thereof.

2. (a) While undergoing the treatment herein provided for, a man or woman, if he or she has no dependents, may be paid an allowance of \$9.00 per week, and if he or she has a dependent or dependents, an allowance of \$13.00 per week. For the purposes of this regulation, "dependent" shall have the same meaning as is given to it under the "Financial Regulations and Instructions for the Canadian Active Service Force (Canada)".

(b) A pension may be awarded in respect of disability or death arising out of or directly connected with the treatment herein provided as if the man or woman had been a member of the forces.

(c) The rate of pension shall be the rate set forth in Schedules A and B of the Pension Act as payable to or in respect of a Lieutenant (Military).

(d) All claims under this regulation shall be dealt with and adjudicated upon by the Canadian Pension Commission and all provisions of the Pension Act not inconsistent with this regulation shall apply to every such claim.

3. The Canadian Pension Commission shall be and is hereby authorized to require Departments of the Government concerned to maintain and furnish such records and information as in the discretion of the Commission shall be necessary to adjudicate upon any claim made under this regulation and such Departments shall comply with and carry out such directions in this respect as the Commission may give.

4. The Minister of Pensions and National Health shall have power to issue, or cause to be issued, such orders and instructions as are necessary to give effect to these regulations and to the spirit and intent thereof in so far as they involve matters which pertain to the Department of Pensions and National Health.

5. All expenditures made under these regulations shall be paid out of moneys provided under the War Appropriation Act.

Training of Personnel Managers for Industry

Order in Council P.C. 26/1840 (March 10), provides for the training of personnel managers for industry. Through more effective personnel programs in industry, the Government hopes for more co-operation between labour and management with a resulting increase in efficiency.

Personnel training is to be undertaken by universities under conditions satisfactory to the Minister of Labour. The training is to be of a practical nature. Reasonable costs will be defrayed by the Government. The following is the text of the Order:

P.C. 26/1840

The Board have had under consideration a submission from the Honourable the Minister of Labour reporting as follows:

- (1) Evidence is accumulating that problems of personnel administration in the war industries are becoming increasingly important and require the attention of persons of specialized training;
- (2) The adoption of clear-cut personnel policies and their administration by effective personnel departments make for the removal of misunderstanding and lead to fuller co-operation between employers and employees;
- (3) It would be advisable for the Government to encourage the creation of personnel departments in all moderate and large sized industrial establishments; and
- (4) In the present emergency it would lead to more efficient prosecution of the war effort if the Government would, as in the United Kingdom, facilitate the training of suitably qualified persons in the fundamental principles and practice of personnel management.

The Board concur in the above report and recommend that, under the War Measures Act the following regulations be approved:

1. The Minister of Labour is hereby authorized to make provision for the extension and improvement of training personnel management and for that purpose there may be appointed, in conformity with existing regulations, an official to be known as the Director of Personnel Training, together with such technical and clerical staff as may be found necessary.
2. The duties of the Director of Personnel Training shall be to develop plans, subject to the approval of the Minister, for the promotion of sound personnel management primarily, but not exclusively, in the war industries.
3. In the furtherance of such plans, the Minister may enter into agreements with universities which submit approved plans for practical courses in personnel management to defray the reasonable costs of any such course. Such agreements shall provide that the Department of Labour shall make an accountable advance to any such university to defray the necessary travelling expenses of selected applicants who successfully complete such course. Such expenses shall not exceed the actual out-of-pocket expenses of the applicant, viz., transportation, berth if required, and meals en route from his home or place of employment to the place where such course is given, and return, and shall not include living expenses while in attendance at such course.
4. The Minister may appoint without remuneration experienced personnel managers employed in industry to serve as consultants to less experienced personnel managers in other industries and establishments and may reimburse them for any actual travelling expenses incurred in connection with such duties.

Extension of Age for Compulsory Military Service

Order in Council P.C. 2192 (March 21), raises the age limit for compulsory military service from 24 to 30 years for unmarried men and widowers without children. The following is the text of the Order:

P.C. 2192

The Committee of the Privy Council have had before them a report, dated 19th March, 1942, from the Minister of National War Services, representing that the National War Services Regulations, 1940 (Recruits) (Consolidation 1941) as amended provide that men of any age classes, class or part of any age class, may be called out for military training by Proclamation of the Governor in Council and that it is now expedient that a Proclamation calling out men who were on the fifteenth day of July, 1940, unmarried or widowers without child or children and who were born in any of the years 1921, 1920, 1919, 1918, 1917, 1916, 1915, 1914, 1913 or 1912, but that persons born in the year 1921 shall not be called out until they reach the age of twenty-one years.

Schedule of Restricted Occupations

Order in Council P.C. 2250 (March 21), restricts the entrance of physically fit men of military age (17-45) into a considerable list of occupations. It is the purpose of this Order to provide a larger number of men for the armed forces and for the more essential tasks in civilian life.

To provide flexibility and to take unusual circumstances into account, the Director of National Selective Service may grant permission for a man to enter one of the restricted occupations. This permission may be revoked at any time by the Director. Decisions of the Director with respect to applications for permission to enter a restricted occupation may be appealed to a National War Services Board. The decision of this Board is final. The following is the text of the Order:

P.C. 2250

Whereas the Minister of National War Services and the Acting Minister of Labour report that there is a growing scarcity of men available for service in His Majesty's armed forces and for employment in the war industries and that it is necessary for the effective prosecution of the war to take steps to restrict the entry of men who are of military age and physically fit for service with the armed forces into certain occupations which are relatively unessential or can be satisfactorily filled by women or men who are beyond military age or are physically unfit for service with the armed forces;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of National War Services and the Acting Minister of Labour and under the authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and The National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of Canada, 1940, is pleased to make and doth hereby make the following order:

ORDER

1. In this Order, unless the context otherwise requires:

- (a) "Administrative Division" means an administrative territorial division established under the National War Services Regulations, 1940 (Recruits);
- (b) "Applicant" means any person who has applied to a National Selective Service Officer for permission to enter into employment in a restricted occupation;
- (c) "Director of National Selective Service" means the person appointed as such by the Governor in Council;
- (d) "National Selective Service Officer" means, in respect of any applicant, the person appointed as such by the Director of National Selective Service for the area in which such applicant resides;
- (e) "Appeal Board" means, in respect of any applicant, the National War Services Board established under the National War Services Regulations, 1940 (Recruits) for the Administrative Division or part thereof in which such applicant resides;

(f) "Divisional Registrar" means, for any Administrative Division, the Registrar appointed for such Division under the National War Services Regulations, 1940 (Recruits);

(g) "Restricted occupation" means any occupation described in the schedule to this Order.

2. (1) No male person shall enter into employment in any restricted occupation and no person shall take any male person into employment in any restricted occupation unless such male person has obtained written permission from the National Selective Service Officer to accept such employment or presents to the prospective employer

(a) a birth certificate or other evidence that he is not of the ages of seventeen years to forty-five years inclusive; or

(b) a certificate of honourable discharge from service in one of His Majesty's armed forces; or

(c) evidence that he has applied for active service in one of His Majesty's armed forces during the present war and of having been rejected because of physical unfitness.

(2) Any person may apply to the National Selective Service Officer for permission to enter into employment in a restricted occupation and such National Selective Service Officer may grant or refuse such permission.

(3) A National Selective Service Officer may at any time revoke any permission granted by him.

3. The Director of National Selective Service may issue instructions

(a) prescribing the matters to be considered by National Selective Service Officers in granting or refusing or revoking permission to enter into employment in a restricted occupation, and

(b) prescribing the conditions which may be imposed by National Selective Service Officers in granting such permission.

4. If any question arises as to whether an employment is in a restricted occupation, such question shall be decided by the Director of National Selective Service and his decision thereon shall be final and conclusive.

5. (1) In any case where a National Selective Service Officer has granted, refused to grant, or has revoked permission to enter into employment in a restricted occupation, the applicant, either of his parents, his guardian, his present or prospective employer, a representative of any department of the government of Canada, or a representative of any interested trade union, or other similar organization may, within ten days from such refusal, appeal therefrom by notice in writing to the Divisional Registrar of the Administrative Division in which the applicant resides; and the Appeal Board for the area in which the applicant resides shall forthwith hear and determine such appeal and such decision shall be final and conclusive.

(2) Such of the provisions of The National War Services Regulations, 1940 (Recruits) with reference to National War Services Boards as are not inconsistent with these regulations shall apply *mutatis mutandis* to appeals under this section.

(3) Any person who appears before an Appeal Board shall do so at his own expense.

(4) No proceeding authorized or pending before an Appeal Board and no decision of an Appeal Board shall, by means of an injunction,

prohibition, mandamus, certiorari, habeas corpus or other process, issuing out of court, be enjoined, restrained, stayed, removed or subjected to review or consideration on any ground whether arising out of alleged absence of jurisdiction in an Appeal Board, nullity, defect or irregularity of the proceedings or decision be questioned, reviewed or reconsidered.

6. No member of an Appeal Board shall be responsible at law for anything done by him in good faith in the performance of his duties under this order, and no action shall be taken against any member of an Appeal Board in respect of the performance or non-performance of his duties under this order.

7. (1) In any prosecution for entering into an employment or employing any person contrary to this order, the burden of proving compliance with this order shall be upon the person charged with the offence.

(2) In any prosecution under this order, the complaint shall be made or the information laid within one year from the time when the matter of the complaint or information arose.

(3) Sections sixty-nine and seventy of the Criminal Code shall apply *mutatis mutandis* to the provisions of this Order.

8. Any person who contravenes any of the provisions of this order shall be guilty of an offence and liable upon indictment or summary conviction to imprisonment for a term not exceeding twelve months with or without hard labour, or to a fine not exceeding \$500, or to both such imprisonment and such fine.

9. This order shall be effective on the twenty-third day of March, 1942.

SCHEDULE

1. Bookkeepers, cashiers, stenographers, typists, clerks, office appliance operators, messengers, salesmen and sales clerks, taxicab drivers.

2. Any occupation in wholesale or retail trade, advertising and real estate.

3. Any occupation in or directly associated with entertainment, recreational or personal service, including but not restricted to theatres; film agencies; motion picture companies; clubs; bowling alleys; pool rooms; sports; barbering and hairdressing; domestic service; dyeing, cleaning and pressing; hotels and lodging houses; laundering; restaurants, cafes and taverns; funeral service, baths, guide service, shoe shining.

4. Any occupation in the manufacture or production of:—

- (1) biscuits, confectionery, cocoa;
- (2) bread and baking products;
- (3) aerated and mineral waters and other beverages;
- (4) liquors, wine, beer;
- (5) rubber products;
- (6) tobacco, cigars, cigarettes;
- (7) leather and fur products;
- (8) textile products;
- (9) furniture and upholstering;
- (10) photography;
- (11) printing, publishing and engraving;
- (12) radios, refrigerators, washing machines and vacuum cleaners;
- (13) jewellery and watchmaking;
- (14) pottery and china;
- (15) soaps, and toilet preparations and articles;

- (16) mattresses;
- (17) musical instruments;
- (18) barber and beauty shop equipment;
- (19) cameras and films;
- (20) sporting goods;
- (21) games, toys and novelties.

5. Any occupation in the repair of clothing, boots and shoes, furniture and household equipment, jewellery or watches, musical instruments.

Stabilization of Employment in Agriculture

Order in Council P.C. 2251 (March 21) stabilizes employment in agriculture. No person employed in agriculture on March 23, 1942, may enter into any employment outside agriculture except to enlist in the armed forces, to take a seasonal position in a primary industry, or to undergo compulsory military training, unless he has permission from the Director of National Selective Service through a National Selective Service officer. However, no person employed in agriculture on March 23, 1942, may be called out for compulsory military training unless his services are not essential to agriculture or unless he has ceased to be employed in agriculture. Before granting permission for an agricultural worker to accept employment outside agriculture, the National Selective Service officer must consider "the conditions essential for the maintenance or necessary increase of agricultural production in Canada" and the importance of the applicant thereto. Such permission may be revoked at any time. Any decision of a National Selective Service officer with respect to an application for employment outside agriculture may be appealed to a National War Services Board. The decision of this Board is final. The following is the text of the Order:

P.C. 2251

Whereas the Minister of National War Services and the Acting Minister of Labour report that there is a growing shortage of agricultural labour and that it is necessary for the effective prosecution of the war to take steps to stabilize employment in agriculture.

Now therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National War Services and the Acting Minister of Labour, and under authority of the War Measures Act, Chapter 206 of the Revised Statutes of Canada, 1927, and The National Resources Mobilization Act, 1940, Chapter 13 of the Statutes of Canada, 1940, is pleased to make the following regulations, and they are hereby made and established accordingly:—

1. These regulations may be cited as the Stabilization of Employment in Agriculture Regulations, 1942.

2. In these Regulations, unless the context otherwise requires—

- (a) "Administrative Division" means an administrative territorial division established under the National War Services Regulations, 1940, (Recruits);
- (b) "agriculture" means the production of field crops, fruits, vegetables, honey, poultry, eggs, livestock, milk, butter or cheese;
- (c) "applicant" means any person who has applied to a National Selective Service Officer for permission to enter into employment outside agriculture;
- (d) "Director of National Selective Service" means the person appointed as such by the Governor in Council;
- (e) "National Selective Service Officer" means, in respect of any applicant, the person appointed as such by the Director of National Selective Service for the area in which such applicant resides;
- (f) "Appeal Board" means, in respect of any applicant, the National War Services Board established under the National War Services Regulations, 1940 (Recruits) for the Administrative Division or part thereof in which such applicant resides;
- (g) "Divisional Registrar" means, for any Administrative Division, the Registrar appointed for such Division under The National War Services Regulations, 1940 (Recruits);
- (h) "primary industry" means and includes lumbering and logging, forestry, fishing and trapping;
- (i) "lumbering and logging" includes all wood or forest operations but does not include any saw mill, planing mill, shingle mill or wood-processing plant which, in the opinion of the Minister of Labour, is reasonably continuous in its operations;
- (j) "forestry" means the cultivation of forests, the management of growing timber, and the prevention of forest fires;
- (k) "fishing," means the art or practice of catching fish, whether for purposes of gain or not;
- (l) "person wholly or mainly employed in agriculture" means any person who, on the 23rd day of March, 1942, was wholly or mainly employed or engaged in agriculture, and includes any person, who, on the said 23rd day of March, 1942, was employed or engaged, but only seasonally, in a primary industry, but whose last employment or occupation immediately prior to such seasonal employment or engagement in a primary industry was wholly or mainly in agriculture.

3. (1) No male person wholly or mainly employed in agriculture shall enter into any employment outside agriculture except

- (a) active service in any of His Majesty's armed forces by voluntary enlistment,
- (b) seasonal employment in a primary industry, or
- (c) compulsory military training, if under The National War Services Regulations, 1940 (Recruits) it is established to the satisfaction of the National War Services Board concerned, that such person is not an essential worker in agriculture, unless he has obtained written permission from the National Selective Service Officer to enter such employment; and no person shall take into any such employment any male person

wholly or mainly employed in agriculture unless such male person has obtained such permission.

(2) Any person wholly or mainly employed in agriculture may apply to the National Selective Service Officer for permission to enter into employment outside agriculture and such National Selective Service Officer may grant or refuse such permission after taking into consideration

- (a) the conditions essential for the maintenance or necessary increase of agricultural production in Canada, and
- (b) the importance of the applicant to the maintenance or increase of such production.

(3) A National Selective Service Officer may at any time revoke any permission granted by him.

4. The Director of National Selective Service may issue instructions, subject to the provisions of subsection two of section three of these regulations,

- (a) prescribing the matters to be considered by the National Selective Service Officers in granting or refusing or revoking permission to enter employment outside agriculture, and
- (b) prescribing the conditions which may be imposed by National Selective Service Officers in granting such permission.

5. (1) In any case where a National Selective Service Officer has granted, refused to grant, or has revoked permission to enter into employment outside agriculture, the applicant, either of his parents, his guardian, his present or prospective employer, a representative of any department of the government of Canada, or a representative of any interested trade union, agricultural association or other similar organization may, within ten days from such refusal, appeal therefrom by notice in writing to the Divisional Registrar of the Administrative Division in which the applicant resides; and the Appeal Board for the area in which the applicant resides shall forthwith hear and determine such appeal and such decision shall be final and conclusive.

(2) Such of the provisions of The National War Services Regulations, 1940 (Recruits) with reference to National War Services Boards as are not inconsistent with these regulations shall apply *mutatis mutandis* to appeals under this section.

(3) Any person who appears before an Appeal Board shall do so at his own expense.

(4) No proceeding authorized or pending before an Appeal Board and no decision of an Appeal Board shall, by means of an injunction, prohibition, mandamus, certiorari, habeas corpus or other process, issuing out of court, be enjoined, restrained, stayed, removed or subjected to review or consideration on any ground whether arising out of alleged absence of jurisdiction in an Appeal Board, nullity, defect or irregularity of the proceedings or any other cause whatsoever, nor shall any such proceedings or decision be questioned, reviewed or reconsidered.

6. No member of an Appeal Board shall be responsible at law for anything done by him in good faith in the performance of his duties under these regulations, and no action shall be taken against any member of an Appeal Board in respect of the performance or non-performance of his duties under these regulations.

7. (1) In any prosecution for entering into an employment or employing any person con-

trary to these regulations, the burden of proving compliance with these regulations shall be upon the person charged with the offence.

(2) In any prosecution under these regulations, the complaint shall be made or the information laid within one year from the time when the matter of the complaint or information arose.

(3) Sections sixty-nine and seventy of the Criminal Code shall apply *mutatis mutandis* to the provisions of these regulations.

8. Any person who contravenes any of the provisions of these regulations shall be guilty of an offence and liable upon indictment or summary conviction to imprisonment for a term not exceeding twelve months with or without hard labour, or to a fine not exceeding \$500, or to both such imprisonment and such fine.

9. These regulations shall be effective on the twenty-third day of March, 1942.

Postponement of Military Service of Agricultural Workers

Order in Council P.C. 2252 (March 21), concerns the calling of agricultural workers for compulsory military service. Any agricultural worker who is ordered to report for compulsory military training may apply to a National War Services Board for a postponement and this Board *must* grant such postponement unless it can be shown that the applicant is not essential to agriculture or that he has ceased to be employed in agriculture. Postponements are subject to review from time to time. The following is the text of the Order:

P.C. 2252

His Excellency the Governor General in Council, on the recommendation of the Minister of National War Services and under the authority of the National Resources Mobilization Act and the War Measures Act, is pleased to amend the National War Services Regulations, 1940 (Recruits) (Consolidation 1941), established by Order in Council P.C. 1822, of March 18th, 1941, as amended, and they are hereby further amended as follows:

1. Subsection (1) of section 3 is amended by inserting the following after paragraph (b) thereof:

"(bb) 'Agriculture' means the production of field crops, fruit, vegetables, honey, poultry, eggs, live stock, milk, butter, or cheese."

2. Subsection (1) of section 3 is further amended by inserting the following after paragraph (j) thereof:

"(jj) 'person wholly or mainly employed in agriculture' means any person who, on the 23rd day of March, 1942, was wholly or mainly employed or engaged in agriculture, and includes any person who, on the said 23rd day of March, 1942, was employed or engaged, but only seasonally, in a primary industry, but whose last employment or occupation immediately prior to such seasonal employment or engagement in a primary

industry was wholly or mainly agriculture."

"(jk) 'primary industry' means and includes lumbering and logging, forestry, fishing and trapping."

"(jl) 'lumbering and logging' includes wood or forest operations but does not include any saw mill, planing mill, shingle mill or wood-processing plant which, in the opinion of the Minister of Labour, is reasonably continuous in its operations."

"(jm) 'forestry' means the cultivation of forests, the management of growing timber and the prevention of forest fires."

"(jn) 'fishing' means the art or practice of catching fish, whether for purposes of gain or not."

3. Subsection (4) of section 8 is revoked and the following substituted therefor:

"(4) A Board, subject to the approval of the Minister, may make rules not inconsistent with these regulations for its guidance and to govern its procedure: Provided that at the hearing of all applications made to a Board, a representative of the Department of National Defence, a representative of the National War Labour Board, a representative of Agriculture and a representative of the Director of National Selective Service shall be entitled to be present and to make such representations as they may deem fit."

4. Subsection (1) of section 16 is revoked and the following substituted therefor:

"(1) All hearings of the Boards shall be in camera, and no person shall be entitled to be represented by counsel, advocate or solicitor: Provided that at hearings of the Board the representative of the Department of National Defence, the representative of the National War Labour Board, the representative of Agriculture and the representative of the Director of National Selective Service shall be entitled to make such representations as they may deem fit."

5. The following is inserted after subsection 2 of section 14 as subsection (3) thereof:

"(3) Notwithstanding the provisions of subsections (1) and (2) of this section, the Board shall, from time to time upon the application of a person wholly or mainly employed in agriculture, grant him a postponement order until further notice, unless it is established to the satisfaction of the Board that such person is not an essential worker in agriculture, or that such person has at any time subsequent to the 23rd day of March, 1942, ceased to be actually employed or engaged in agriculture or in a primary industry, and such postponement order shall be an allocation of such person to agriculture; Provided that such postponement and allocation shall be subject to review and cancellation by the Board if it is brought to the attention of the Board by any of the representatives referred to in sections 8 and 16 of these Regulations and the Board is satisfied, after hearing the person concerned, that such person has at any time subsequent to the 23rd day of March, 1942, ceased to be actually employed or engaged in agriculture or in a primary industry."

Distribution of Scientific and Technical Personnel

Order in Council P.C. 638 (March 4), provides for a more effective distribution of scientific and technical personnel for essential purposes such as engineers, chemists, physicists, and architects. The Order is based, in part, upon the idea that scientific and technically trained personnel hesitate to move from less to more essential work because of the temporary nature of the latter and the insecurity incidental thereto and that the services of these persons are so essential that they should be treated in the matter of reinstatement as are the members of the armed services.

Under the provisions of this Order, any scientifically or technically trained person may be requested to perform work of a more essential nature than that in which he is engaged and for another employer. The employer of such a person must release him without prejudice and must reinstate him in as favourable circumstances as he would enjoy had he not left.

Both employer and employee must notify the Director of any change, proposed or actual, in the employment status of a technically-trained person.

No employer may engage a technician unless he notifies the Director of the vacancy and no technician may accept employment without notifying the Director that his services are available.

All employment contracts must be approved by the Minister of Labour.

The following is the text of the Order.

P.C. 638

Whereas the Minister of Labour reports,—

That having regard to the needs of the armed forces and essential industries there may be a maldistribution of professional engineers, chemists, research scientists, physicists, architects and other technically trained persons in undertakings engaged on essential work;

That the Wartime Bureau of Technical Personnel, which is responsible to the Minister of Labour, was established by Order in Council to organize the placement of technical personnel in the war industries and to co-operate with the Civil Service Commission in arranging for the placement of technical personnel in the Government service; that the Bureau has considerable information concerning such persons, including their qualifications, occupations, the names of their employers and other particulars and that it is desirable that such information be extended and kept up to date;

That there are such persons employed in undertakings not engaged or only partially engaged on essential work and in some undertakings the number employed appears to be in excess of the number required, having regard to their qualifications, the work on which they are engaged and to the national interest at this time;

That after the war, undertakings now engaged on essential work are likely to suffer

such a diminution in operations that the number of such persons required in these undertakings will be much smaller;

That there is reason to believe that where such persons are not employed on essential work they would willingly undertake to perform the more arduous duties on essential work if they were so requested by the Minister of Labour and if they were assured that they would be reinstated in their former employment; and

That it is desirable that there should be similarity of treatment in the matter of reinstatement in employment of those who volunteer for service in His Majesty's forces and those who consent to perform services in an undertaking engaged on essential work.

And whereas the War Measures (Civil Employment Reinstatement) Regulations, 1941 (P.C. 4758), require an employer by whom any person accepted for service in His Majesty's forces was employed when accepted for such service to reinstate him in employment at the termination of that service under conditions not less favourable to him than would have been applicable to him had he not enlisted.

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, is pleased to make the following regulations and they are hereby made and established accordingly:

REGULATIONS

1. These Regulations may be cited as the Essential Work (Scientific and Technical Personnel) Regulations, 1942.

2. In these Regulations,

(a) "Director" means the Director of the Wartime Bureau of Technical Personnel;

(b) "employer" includes the Crown in the right of the Dominion and in the right of any province;

(c) "essential work" means work appearing to the Minister of Labour to be essential for the defence of Canada or the efficient prosecution of the war or essential to the life of the community;

(d) "Minister" means the Minister of Labour;

(e) "undertaking" includes any branch or department of an undertaking.

3. These Regulations apply to the classes of persons described in the Schedule hereto.

4. Any request made by the Minister, any direction given by him or any notice required to be received or sent by him under these Regulations may be made, given, received or sent, as the case may be, on his behalf by the Director.

5. (a) Any person to whom these Regulations apply may be requested by the Minister to perform, in an undertaking engaged on essential work, such services as that person is, in the opinion of the Minister, capable of performing, being services in the performance of which he should, by reason of his qualifications, in the Minister's opinion, be able to contribute most effectively to the carrying on of essential work.

(b) Notwithstanding any provision in the contract of employment between an employer and any person who is requested by the Minister to perform such services as aforesaid and who consents so to do, it shall be the duty of the employer to release the employee from his contract of employment within thirty days

after written notice of the proposed change has been received from the Minister by the employer: provided that during the said period of thirty days the Minister shall consider any written objections made to the proposed change by the employer. The Minister's decision in the matter shall be final.

(c) Notice of the proposed change shall be sent by the Minister to the employer or his agent by post and it shall be deemed to have been received at the time when a letter containing the notice would be delivered in the ordinary course of post and in proving such sending it shall be sufficient to prove that it was properly addressed to the employer's place of business and mailed.

6. It shall be the duty of any employer, who employed a person to whom these Regulations apply immediately before that person at the request of the Minister entered into a contract with another employer to perform services in an undertaking engaged on essential work, to reinstate him at the termination of his contract for such services in a position and under conditions not less favourable than would have been applicable to him had he not consented to perform such services. The provisions of this section shall not apply to the Civil Service of Canada or to the Civil Service of any province of Canada.

7. (a) Where the contract of employment of any person to whom these Regulations apply is to be terminated, or is terminated, it shall be the duty of that person and of his employer each to notify the Director of the proposed or actual termination of the contract.

(b) The notices required by this section shall be given immediately after the party giving notice of his intention to terminate the contract of employment has notified the other of his intention.

8. (a) Any employer who desires to engage a person to whom these Regulations apply must notify the Director of the post to be filled.

(b) Any person to whom these Regulations apply who desires to enter into a contract of employment must notify the Director that his services are available.

9. The notices required by sections 7 and 8 shall give the names of the parties and particulars of the business of the employer, the work on which the employee was, or is, to be engaged, his salary, qualifications, and any other particulars considered by the parties likely to facilitate the proper carrying out of these Regulations. The Minister shall have power to require such further particulars as he may consider necessary for the proper carrying out of these Regulations.

10. After the date on which these Regulations become effective, no contract of employment or arrangement for the services of a person to whom these Regulations apply shall be made until it has been approved by the Minister. Any agreement or arrangement for such services which is made without such approval shall be null and void and where such an agreement or arrangement purports to be for services in an undertaking engaged on essential work, the provisions of section 6 of these Regulations shall not apply.

11. Where a person to whom these Regulations apply enters into a contract to perform services in an undertaking engaged on essential

work and the contract is approved by the Minister, such person shall be deemed to have undertaken to perform such services at the request of the Minister and the provisions of section 6 shall apply to such person.

12. In any proceedings for the violation of section 6 of these Regulations, it shall be a defence for the employer who employed a person to whom these Regulations apply before that person agreed, at the request of the Minister, to perform services in an undertaking engaged on essential work, to prove,—

(1) that the person formerly employed by him did not, within two weeks after the termination of his contract for employment on essential work, apply to him for reinstatement; or

(2) that, subject to the provisions of subsection (a), he failed without reasonable excuse to present himself for employment at the time and place notified to him by the employer; or

(3) that, by reason of a change of circumstances, other than the engagement of some other person to replace him, it was not reasonably practicable to reinstate him or that his reinstatement, in a position and under conditions not less favourable to him than those which would have been applicable to him had he not undertaken essential work, was impracticable and that the employer had offered to reinstate him in the most favourable position and under the most favourable conditions reasonably practicable; or

(4) that he was physically or mentally incapable of performing work available in the employer's service; or

(5) that he was employed to take the place of an employee who had been previously accepted for service in His Majesty's forces or of an employee, being a person to whom these Regulations apply, who, after the date on which they became effective, undertook, at the request of the Minister, to perform services in an undertaking engaged on essential work.

13. Where an employer has reinstated a former employee in accordance with section 6 of these Regulations, he shall not, without reasonable cause, terminate the employment of that employee and, in any proceedings for violation of this section in any case where the employment was terminated within six months of the reinstatement, the onus shall be on the employer to prove that he had reasonable cause for terminating the employment.

14. An employer shall not terminate the employment of any employee to whom these Regulations apply in the expectancy that the employee, at the request of the Minister, will agree to perform services under another employer. In any proceedings for violation of this section, if the court is of the opinion that there are reasonable grounds for believing that the employment was terminated in violation of this section, the employment shall be deemed to have been so terminated unless the employer proves that the termination was for a reason unconnected with such expectancy.

15. Nothing in these Regulations shall confer on any employer authority to make any contract or arrangement with reference to the period of employment, in any undertaking engaged on essential work, of any of his

employees to whom these Regulations apply, and who, at the request of the Minister, consent to perform services in such an undertaking, which he is not authorized to make under any power already possessed by him; but where any employer has entered into an agreement with his employees, being persons to whom these Regulations apply, to restore to their positions employees who undertake to perform services in undertakings engaged on essential work, such agreement shall continue in force to the extent that it is not less advantageous to an employee than the provisions of these Regulations, subject to such interpretation as may be mutually agreed to by the contracting parties.

16. The Minister may make all such orders as he may deem necessary or desirable to carry out the purpose of these Regulations and such orders shall have the force of law.

17. Any person to whom these Regulations apply who fails to comply with the provisions of section 7 or 8 of these Regulations, or of any order made under the authority of these Regulations, shall be guilty of an offence and liable on summary conviction to a fine not exceeding one hundred dollars.

18. Any employer or official who contravenes or fails to comply with the provisions of section 5, 6, 7, 8, 13 or 14 of these Regulations, or of any order made under the authority of these Regulations, shall be guilty of an offence and liable on summary conviction to a fine not exceeding five hundred dollars, and, where the offence is under section 6, 13 or 14, the court shall, in addition, order him to pay to the person whom he has failed to reinstate, or whose employment he has terminated, a sum not exceeding an amount equal to three months' remuneration at the rate at which he was being remunerated by that employer when he undertook, at the request of the Minister, to perform services in an undertaking engaged on essential work.

SCHEDULE

1. A person who is normally engaged in the engineering profession in a consulting, technical or supervisory capacity in design, construction, manufacture, operation or maintenance and who has had a regular professional training in practice and in theory as an engineer in any of the following branches of engineering: civil, mechanical, electrical, chemical, metallurgical and mining.

2. A production, industrial or other engineer or chemist who normally holds in any engineering works or manufacturing establishment a position of authority involving responsibility for any phase of executive management or control of any technical function.

3. A person who has obtained a degree at any Canadian or other recognized university and who is normally engaged as a teacher of engineering science or of any branch of science at a university or technical college.

4. A person who has been trained, or who is or has been normally engaged, in the practice of any branch of the science of chemistry but not including a registered pharmacist.

5. A research scientist, that is, a person who, by training or practice, is skilled in the independent search for new knowledge of the properties of matter or energy.

6. A person, other than a teacher, who has obtained a degree at any Canadian or other recognized university in Engineering, Chemistry, Physics, Geology, Mathematics, Architecture or in any natural science, or who is a

technically qualified member of the Engineering Institute of Canada, the Canadian Institute of Chemistry, the Canadian Institute of Mining and Metallurgy, the Royal Architectural Institute of Canada or of any provincial association of professional Engineers, Chemists or Architects.

7. A person, not in the classes described above, who, in the opinion of the Minister, possesses technical qualifications and skill which are needed in undertakings engaged on essential work.

School Children to Help on Farms in New York and New Jersey

The New York State Legislature has enacted a measure to permit healthy children over 14 years of age to be absent from school for not more than one month in the school year to work on farms during the planting and harvesting seasons. A County Agricultural Defence Committee must certify that there is a shortage of farm labour. The absence of these children from school will not reduce state grants for education. Regulations governing working conditions of the children are to be made by the State authorities.

New Jersey has passed a similar law permitting children between 14 and 16 to absent themselves from school for not more than 15 days in any school year to engage in farm work. Juveniles over 16 may be employed in full-time agricultural work. Wages paid to the children must not be less than those currently received by adults and hours are limited to eight a day for a six-day week or ten for a five-day week. If the young people are sent away from home, adequate provision for their transportation, accommodation and supervision must be made.

To supervise the release of school children over 14 for farm work, an 11-man State Commission on Student Service was provided for in the Act. Its members are to be appointed by the heads of the State departments of labour, education, health and agriculture, the Director of the U.S. Employment Service for New Jersey and the presidents of several civic groups. The Commission will coordinate its activities with those of the U.S. Employment Service and the State Defence Council. For local administration it will set up County Commissions composed of representatives of government agencies and other organizations.

Conditions under which releases from school may be granted are set forth in the Act. All requests for student farm labour must be referred to the Commission which will permit release of students only if it is satisfied that all other sources of labour have been exhausted. Releases will be granted only after April 1 in the spring term and before November 1 in the fall term. Students must obtain the consent of school heads when seeking release, and are expected to make up the work lost during absence.

OPERATION OF PRICE CONTROL IN CANADA

Conservation and Restriction Orders to meet Civilian Shortages—Maximum Price Orders Issued—Subsidies—Prosecutions

DURING the past month the War-time Prices and Trade Board has had to take action in an increasing number of cases of civilian shortages, and its administrators have issued a number of conservation and restriction orders. New orders issued under the simplification program have particularly stressed conservation of materials, and two subsidiary corporations have been set up under the board to deal with problems arising out of the shortages of woollen goods, and the need for vigorous salvage of all scarce materials. To check depletion of domestic supplies export controls have been extended.

Import subsidies have been restored on half a dozen commodities and special import problems dealt with by the establishment of a rice importers' and distribution committee and by the Commodity Prices Stabilization Corporation buying up the whole Canadian supply of Australian currants and raisins for domestic distribution.

A number of price and cost problems have been met by maximum price orders, ceiling adjustments or subsidies and a redistribution of a burden of higher costs. Outstanding in importance among these is the adjustment of manufacturers' prices on a number of groceries, and of canners' prices on last season's pack.

There have been a number of further prosecutions for rentals violations and sugar hoarding, other hoarding problems have arisen and the first conviction has been registered for violation of the Maximum Prices Regulations.

A number of new regional sub-offices have been set up and the board's system of licensing came into effect at the end of the month.

Conservation and Restriction Orders

Metals.—Following up the earlier restriction order on farm equipment (Administrators' Order No. A-1), the Administrator has emphasized the fact that despite the wartime urgency of agriculture there is not enough metal available to allow the same priority to be given agricultural equipment as is given to war machines. Existing machinery on Canadian farms must be repaired and put into more efficient use.

To economize metal, restrictions on the sizes and shapes of containers have been extended by a series of Administrators' orders affecting tobacco containers, which are to be packed more tightly (Administrators' Order No. A-40); containers used in packing

meat and meat products (Administrators' Order No. A-43); tinplate containers frozen eggs (Administrators' Order No. A-74); and containers for paints and varnishes (Administrators' Order No. A-16).

Cast iron boilers and radiators have been simplified and standardized (Administrators' Order No. A-71).

Oils, Paints, Varnishes.—The use of turpentine and Oiticica oil has been restricted for such essential purposes as the manufacture of outside coatings and linings for cans contain foods for human consumption (Administrators' Order No. A-75). The range of colours in paints and varnishes in general are limited. (Administrators' Order No. A-41).

Sugar.—Extra rations of sugar are to be allowed to workers in lumber camps (Administrators' Order No. A-35), isolated contractors camps (No. A-52), and salt water fishermen and seamen on merchant vessels (No. A-53), makers of condensed milk are exempt from limitations on the industrial use of sugar, but industrial users of condensed milk must count its sugar content as part of their sugar quota, (No. 112). The industrial use of sugar for export to Britain and the British Empire, are exempt from the rationing order (No. 113), but the prohibition of icing and frosting imposed in February and later rescinded pending investigation has been reimposed. "Sugar preparations" covered by this prohibition do not include jams, jellies and chocolate, nor honey, glucose, maple or other products which do not contain cane or beet sugar.

Rubber.—Because of the rubber shortage "no rubber will be processed in future for retail purposes." The use of existing stocks and their distribution for sale at retail has therefore been limited to a narrow range of types and widths of elastic. No purchases may be made except for immediate use and a maximum limit of four yards is set on any purchase.

Woollen Cloth.—Shortage of woollen cloth and unevenness of the supply both of Canadian and imported material led the War-time Prices and Trade Board to set up a special directorate in the Wool Administration to deal with the problems involved. In addition a separate corporation, the Canadian Wool Board Limited, has been created to take over the entire Canadian wool clip for the duration of the war and for one growing year thereafter, to encourage domestic wool

production by guaranteeing a stable market and fixed prices. Existing registered wool warehouses operated in 1941 will be used for trading and warehousing in co-operation with the Dominion Department of Agriculture under licence by Canadian Wool Board Limited. Wool growers' associations, local dealers, agents, collectors and field men will serve as primary receivers, also under licence. The grower of wool will receive a proper price for his clip each season with fair and uniform charges for collecting, handling, grading and transportation. The new organization has been empowered to set prices for all grades and qualities of fleece and pulled wool and to determine the amount of charges or commission rates levied by any dealer or agent or services rendered.

Fleece wools will be graded according to recognized government wool grading standards and under supervision of the licensed and registered warehouses. Pulled wool, Canadian or imported, will be classified according to recognized standards and made available through established trade channels."

Clothing.—A very important group of Administrators' orders issued this month dealing with a wide range of clothing are also concerned with the conservation of wool and other materials. They are designed not only to keep manufacturers' costs within the limits required to maintain the retail price ceiling (without, however, impairing serviceability to the consumer), but also to provide for the use of the limited supply of material, plant capacity and labour available in such a way that these will go as far as possible in meeting civilian needs.

They provide in minute detail for the elimination of a great number of conventional but wasteful, or, in some cases, useful but dispensable, features of clothing, and for limitations on the dimensions of garments and on the styles which are to be permitted. In general styles which require "cloth-on-cloth," which have no special function in relation to wearability, or which are needlessly extravagant in the use of material, are no longer allowed. Some uses of material have been prohibited even though this means some loss of wearability or warmth to consumers, because they require a disproportionate quantity of critical materials, particularly woollen goods. The restrictions and eliminations imposed very closely parallel those adopted in the United States and have many points in common with the basic characteristics of the British "Utility Clothing." Among these restrictions and eliminations are the following:

Men's suits are to be without sleeve buttons, double breasted sack coats and vests, trouser cuffs and pleats, and a second pair

of trousers and pleated or by-swing backs. Pockets are limited in number and design. Limits are set to the length of coats, overcoats and trousers and to the width of trouser legs and waist bands. The maximum length and sweep of women's skirts and coats is specified and fashions needlessly extravagant in the use of material, such as three-piece suits, matching hats, voluminous sleeves and patch pockets, are prohibited. Ruffles are forbidden on lingerie and night dresses. Expenditure for American styling is limited, along with expenditures on advertising. Woollen interlinings for men's and women's top coats and children's snow suits may no longer be supplied, and strict limitations are placed on sport wear and woollen work clothing. Men's and boys' rubberized clothing is restricted as to length and style.

Commercial Motor Transport.—With a view to conserving rubber, oil and automotive equipment and ensuring the maintenance of essential supplies the Administrator of services has been given, in collaboration with the Wartime Industries Control Board, broad powers over all forms of commercial motor transportation. He has power to regulate, control, restrict or prohibit the use and operation of any commercial automotive vehicle and to prescribe rates, routes, or loads and control empty or "dead" running time. He may require any person owning or controlling commercial automotive equipment to pool his equipment and facilities with other persons, to accept and carry specified loads or otherwise operate his equipment as the Administrator may direct. (Board Order 105). Pursuant to this order two Administrators' Orders have been made. The first forbids retailers to make more than one regular delivery a day by motor vehicle over a given route or any special delivery, without prior written permission from the Administrator. Exceptions to this rule will include deliveries of daily newspapers, coal, coke, fuel oil, wood fuel, drugs or medicine delivered on prescription, and deliveries to hospitals, railways, steamships and for or to the Departments of National Defence and Munitions and Supply. (Administrator's Order No. A-57). The second forbids the use as taxi cabs or "drive yourself" cars of motor vehicles not so used in 1941 without written permission. (Administrators' Order No. A-58). Subsequently taxi cab operators have been warned against allowing their cabs to be used for non-essential purposes such as sight-seeing which are prohibited to bus operators by order of the Transit Controller of the Department of Munitions and Supply.

Bread.—New restrictions on baking and delivering bread have been introduced. The number of varieties of bread and rolls which may be made each day has been limited, and

certain processes and practices are prohibited. Labels on loaves are to give the weight and retail price. Any delivery system which does not yield an average of \$150 sales a week on each route (\$125 in rural districts) must be discontinued. (Administrators' Order No. A-59).

In many other trades economies and methods of conservation are under active consideration and in some the problem of salvaging used goods and materials or waste as a means of eking out scanty supplies has become urgent. Another corporation, Wartime Salvage Limited, has therefore been created (P.C. 2530) to operate under the direction of the Wartime Prices and Trade Board and in co-operation with Governmental Departments and agencies thereof in "acquiring and disposing of waste or used matter of all kinds," especially waste paper.

Control of Exports

To make sure that adequate supplies are available for the home market additions have been made at the instance of the Wartime Prices and Trade Board to the list of those subject to export control, for example, maple products, animal wax, candles, and feathers and down.

Import Problems

War conditions will make necessary a certain amount of government purchasing of imports from abroad to safeguard civilian supplies and shipping conditions and dislocation of normal sources of supply may require special action to ensure continuity of imports, especially in cases involving large individual amounts and with attendant risks that private business might not be able to assume. Though it is not intended to develop an import monopoly the Commodity Prices Stabilization Corporation has the power to buy and sell imported commodities and this power has first been applied in purchasing from the Australian Government Canada's entire requirements of currants and raisins. In recent years Canada has normally imported these goods almost entirely from Australia at prices which other suppliers are not prepared to meet.

The Corporation will distribute its imports through normal channels of trade by way of allocation of supplies at prices which are appropriate in relation to retail ceiling prices. Private importers are still at liberty to make additional imports if they so desire, but in view of the special arrangements for an adequate supply, such additional imports will not be eligible for import subsidy. In such operations the Commodity Prices Stabilization Corporation will use established channels of trade and existing facilities where possible.

Importers are particularly requested to inform the Corporation of opportunities to pur-

chase essential supplies which they, for reason, cannot buy or which cannot be obtained through the regular channels of trade so that the Corporation may take action to assure the country of adequate supplies.

The range of imports on which subsidies are payable has been increased by the addition of earthenware tile, earthenware and other sanitary ware, various leather products, florists, and nursery stock, bicycles and carpets and rugs. Lima beans and certain fabrics have been declared ineligible for subsidy.

For the purposes of its operation, both with respect to import subsidies and import buying, the Corporation must exercise a general supervision over imports and import prices. The policy of import subsidies itself requires the maintenance of day-to-day contacts with foreign markets and supervisory action to ensure that importers buy in the cheapest markets so that subsidies may be kept at a minimum. The facilities and personnel of Harrisons & Crosfield (Canada) Limited, Canadian affiliate of the well-known British importing and exporting firm, with offices and connections throughout the world have therefore been made available to the Commodity Prices Stabilization Corporation for the purpose of supervising its import department. They will negotiate purchases abroad for the Corporation and administrators and will advise the Board and the Corporation in regard to import transactions generally and import prices.

A difficult situation in respect of imports of rice has been met by the appointment of a committee to control all imports of uncleaned or paddy rice into Canada, standardize packaging and supervise its distribution. In future only such uncleaned or paddy rice will be eligible for import subsidy and none will be paid on rice for malting purposes.

Domestic Subsidies

During the month action has been taken to meet a critical situation over the "squeeze" between higher costs and the retail ceiling in the case of a number of groceries and of last season's domestic pack of canned fruits and vegetables.

Groceries.—In order that supplies may be maintained it was essential to ensure that replacement costs of grocery wholesalers and retailers shall be held to a level which is, on the whole, reasonable in relation to their ceiling prices. Board Order 116 therefore sets for a designated list of groceries, manufacturers' maximum prices at the highest prices charged during June, 1941, instead of the standard basic period, September 15 to October 11, 1941. To compensate manufacturers for this enforced reduction in their lawful selling prices, a subsidy will be paid by the Commodity Prices Stabilization Corporation Limited. All subsidies are to be based essen-

ally on need. As it is not practical to investigate in advance the needs of each individual manufacturer the subsidy will represent the difference between the former maximum price and the new maximum price of each manufacturer for each product, but reduced by the amount by which the manufacturer's profits from his entire business, after taxes, are greater than his "standard profits" for the purposes of the Excess Profits Tax Act, after taxes paid in the standard period are deducted in accordance with a formula described in a special statement. Because of their profits position, therefore, many manufacturers will not require or be entitled to the subsidy. This arrangement does not cover export sales nor sales to Department of Munitions and Supply.

Canned Fruits and Vegetables.—Many retailers' ceiling prices for canned fruits and vegetables were based on the actual costs of stocks purchased in the summer of 1941 or earlier, while canners' selling prices advanced subsequent to these purchases and were established as ceiling prices. To establish replacement costs to retailers on a basis appropriate to their ceiling prices Administrator's Order No. A-44 requires that the maximum at which any canner may sell his stock of some 35 kinds of domestic canned fruits and vegetables is to be the "lowest f.o.b. cannery price actually charged by him prior to October 12, 1941 to any purchaser for the same kind, brand, grade and quality of product of the 1941 pack in the same size and kind of container." If wholesalers or retailers find their costs cut below the level on which they based their maximum selling prices they must reduce these proportionately. The owners of the remaining stocks of 1941 canned goods will be compensated by the Commodity Prices Stabilization Corporation. Wholesalers will receive the difference between their original cost and the new lower canners' prices; canners will receive 80 per cent of the difference between their highest price in the basic period and the lower price at which they must now sell. This action is not a precedent for the 1942 pack.

Meat Prices.—Serious difficulties have arisen in holding the retail price ceiling on yet another food product, meat. In addition to earlier provision for seasonal changes in quality it has now been arranged that each retail store shall be entitled to buy cattle and hog meat and meat products at a cost not greater than the highest price paid by that store to the same packer or wholesaler during the basic period. (Board Order No. 109). This is a departure from the general rule under the Maximum Prices Regulations, according to which the *sellers'* highest price to any customer during the basic period sets the highest price he may charge all his customers (subject to normal differentials). Fur-

ther action in the future is likely as, even with this adjustment, retailers are faced with higher replacement costs and operating margins are narrow and the scope for economies limited. Retail price increases or removal of the ceiling have been rejected as a solution since both these steps would mean a serious breach of the retail price ceiling.

Onions and Potatoes.—The prices of fresh fruits and vegetables, exempt from the ceiling last December (Board Order No. 66), have been kept under careful scrutiny. Onions sold by growers, shippers, wholesalers and retailers had already been put back under the ceiling and no increase in price is to be allowed for storage onions. The ceiling on potatoes has now also been restored, though with a new basic period, February 2-7, 1942. A subsequent order set another basic period (March 1-10) for certain western potatoes (Administrator's Order No. A-63) and still later a 5-cent increase a month for three months in maximum prices has been allowed (Board Order No. 118) to cover normal seasonal losses for waste in storage by sprouting, rotting and shrinkage.

Other Ceilings

Price ceilings have been confirmed or clarified for a number of other products.

Women's and children's fur trimmed cloth coats remain under the ceiling subject only to a permitted increase in price equal to any increase in the cost of the fur, since fur and fur goods are exempt from the ceiling (Administrator's Order No. A-34). Every fur trimmed coat retailing at \$25 or more is to have a ticket attached showing the value of the fur.

Newspapers, Magazines, etc.—Administrators' Order No. A-67 makes it clear that no one is permitted to sell or purchase in Canada any newspaper, magazine or periodical at a price higher than that charged or paid for the same publication during the basic period, subject to the exemptions of imported books and printed matter specified in an earlier order (Board Order No. 103). Price increases recently announced by certain publications printed in the United States will not apply to sales of these publications in Canada.

The Maximum Prices Regulations have been applied since December 1, 1941, and will continue to apply to all purchases and sales in Canada of newspapers, magazines and periodicals. The ceiling cannot apply to subscriptions to foreign publications where the subscriber sends in his subscription direct to the publisher without the intervention, solicitation or aid of any intermediary in Canada.

Maple Products though exempt from the ceiling when sold by farmers to dealers and processors are subject to the ceiling when

sold at retail. As a seasonal product they cannot be sold at a price higher than the price charged a year ago.

Similarly *snacks and meals served at summer resorts* must be priced in accordance with seasonal rates effective last year if no sales were made in the basic period.

Lumber.—Two orders clarify the problems of lumber dealers' commissions and prompt payment discounts. (No. A-26 and A-45).

Exemptions.—Three new commodities have been exempted from the price ceiling: Hay and straw; stamps handled by collectors and dealers; and liquor, since it is sold by provincial liquor control boards.

Adjustments.—Besides adjustments to correct several individual ceiling anomalies special circumstances have required some more general ceiling adjustments. Manufacturers or bottlers of *soft drinks* who prior to the basic period had not increased their selling prices by the amount of the special excise tax imposed by the last budget are allowed to increase their selling prices by such part of the tax as they have not already passed on to the consumer, since this tax was intended to be a tax on consumers.

Canadian White Pine.—Increased costs of material and labour have made it necessary to adjust the prices for *Canadian White Pine* lumber (Administrators' Order No. A-72) to allow to manufacturers and wholesalers a maximum increase in price of \$2 per thousand feet, above the prices they charged under the Canadian White Pine Bureau price list of February 3, 1941.

Moving Picture Houses.—No moving picture house may increase admission prices without special permission; nor reduce the number of low priced seats to increase the number of high priced seats; nor change its run category; nor inaugurate a service charge in connection with special services.

Maximum Prices Orders

A number of maximum price orders have been issued.

Used or second-hand bags and bagging.—A schedule of maximum prices has been issued for *used or second-hand bags and bagging*. On types not listed in the schedule they may not be sold or purchased until a maximum price has been set by the Administrator. (Administrators' Order No. A-51). In order to promote the manufacture of products which contain significant quantities of vitamins "D" and "G" (riboflavin) and are used in livestock and poultry feeds (Administrators' Order No. A-76) sets maximum wholesale carlot prices on segregated *fish tissues* which would otherwise be incorporated into fish meal. Maximum retail prices

are to bear their normal relationship to these maximum wholesale prices. "The maximum price of *beeswax* has been set at 48 cents per pound f.o.b. buyers' warehouse (Administrators' Order No. A-56), and maximum prices have been set on dressed and raw horse-hair. (Administrators' Orders Nos. A-79 and A-77), and a list of maximum prices on *edible molasses* issued (Administrators' Order No. A-55).

Leather gloves and clothing.—To implement the agreement described last month (p. 290) as to the distribution of higher costs in the manufacture of *leather gloves and clothing*, two orders have been issued confirming the retail ceiling as specified in the Maximum Prices Regulations, limiting each manufacturer to a price not more than 4 per cent above his highest price between January 11 and March 31, 1941 (Administrators' Order No. A-25), and setting a schedule of maximum prices on a wide variety of types, grades and qualities of garment, glove and cap leathers, subject to the maintenance of normal differentials in respect of quantity sales and terms and conditions of sale. (Administrators' Order No. A-62). In one county, Megantic, an official price list for firewood has been issued based on sales of a standard cord of 128 cubic feet.

Enforcement of Orders

Among enforcement problems the great majority still concern rentals and violations of the sugar rationing order. There have been a number of prosecutions and convictions for infractions. A new hoarding problem developed when the order respecting economies, simplification and conservation of material in the production of men's clothing was announced. A "run" on accustomed conventional models developed and the effective date of the order was therefore put forward to March 25 from May 1 for ready made clothing and August 1 for made-to-measure garments. A campaign to discourage hoarding in every form is under way, as witness the chairman's attack on excessive public spending. (Speech by Donald Gordon before the Toronto Canadian Club, March 30, 1942). Infractions of the regulations governing sales of tires and gasoline has presented a serious problem to the Wartime Prices and Trade Board Enforcement Administration which is responsible for compliance with them. The first conviction under the Maximum Prices Regulations led to the imposition of a \$100 fine on a Vancouver restaurant.

Sub-regional and Regional Offices of Board

Local organization of Wartime Prices and Trade Board activities is being pushed forward rapidly. In all there are now 55 sub-

regional offices besides the thirteen original regional offices. Women's Regional Advisory Committees, sub-committees and corresponding and liaison officers are being appointed throughout the Dominion.

LABOUR LEGISLATION IN BRITISH COLUMBIA IN 1942

THE British Columbia Legislature, which met on December 4, 1941, and closed on February 12, 1942, passed an Act to enable measures to be taken to facilitate the return to employment of persons who have served in the armed forces and amended laws relating to apprenticeship, trade schools, the closing of shops, payment of wages in cash or by cheque, and old age pensions.

Post-War Rehabilitation

The Post-War Rehabilitation Act provides for the establishment of a Post-War Rehabilitation Council of not more than 12 members which is to make an estimate of the number of persons who, at the end of the war, will be released from the forces and thrown out of employment in war industries, classifying according to occupation those who already have training that fits them for civilian employment and formulating plans for training those who may require it. To create opportunities for the employment of such persons in gainful occupations, the Council is to make a survey of the resources and industries of the province to ascertain what war industries may be converted to peace time use or new industries established and what lands are suitable for settlement. The Council is also to co-operate with the Dominion Government, municipal councils, agriculturalists and organizations of employers and employees in formulating projects for the purposes of the Act and to make such other inquiries as the Lieutenant-Governor in Council may direct.

Apprenticeship and Trade Schools

An amendment in the Apprenticeship Act lowers the minimum age for entry into apprenticeship and employment in a designated trade from 16 to 15 years, thus bringing it into line with the school-leaving age. The Act applies to the building trades, automobile maintenance, sign and pictorial painting, ship and boat building (including alterations and repairs), servicing and repair of current-consuming electrical appliances, jewellery manufacture and repair, machinist, lithographing, metal trades, aviation mechanic (including construction, maintenance and repair of aircraft), moulder, druggist.

By an amendment in the Trade Schools Regulation Act the definition of "trade" was altered to mean the skill and knowledge requisite for or intended for use in "any business, trade, occupation, calling or vocation" instead of in "an industrial or commercial occupation, calling or vocation." The following are added

March 31 was the last day on which companies and individuals who are required to be licensed under the Wartime Prices and Trade Board Order No. 78 could lawfully carry on their business without a licence.

to the trades and occupations specifically included in the definition: Accountancy, commercial and industrial art, advertising, business management, general and specialized manufacturing, mechanical dentistry, laboratory attendants and technicians, pharmacy, photography, personal service, chiropody, manufacture, repair and operation of radio and electrical equipment, general and specialized therapeutics, salesmanship, journalism, story-writing, home and nursery service. Any business or trade and, as formerly, any occupation, calling or vocation, may be designated as a trade by the Lieutenant-Governor in Council.

The definition of "trade-school" is amended to exclude schools or courses conducted by any department of the Government of Canada or of British Columbia, or by the Law Society of British Columbia, or any school or course which is maintained under any other Act of the Legislature or which is exempted by the Lieutenant-Governor in Council.

Regulations issued under the Act may now fix minimum as well as maximum fees for courses of instruction and the conditions upon which enrolment and tuition fees may be collected, may prescribe the means of instruction, the number and qualifications of the teachers, the accommodation, equipment, books and materials necessary for any trade school, and whether any price may be charged the student, in addition to the tuition fee, for the purchase or use of such articles and the maximum or minimum prices to be charged. The regulations may also govern the selling and advertising of any course of instruction and may prohibit such as is not in conformity with the regulations, may prescribe the form of contract to be used and the conditions upon which representatives, agents and salesmen may be employed and registered.

Early Closing of Shops

A clause added to the Shops Regulation Act provides that municipal early closing by-laws may limit, for any class or classes of shops, the time that a customer who was in the shop before closing time may remain there after the closing hour.

Payment of Wages in Cash or by Cheque

The sections of the Truck Act which require wages to be paid in cash or by cheque to workmen employed in undertakings in a city or within three miles of a city were amended to extend them also to undertakings in villages and municipalities.

Old Age Pensions

An amendment in the Old-Age Pension Act, which will come into force on proclamation, transfers its administration from the Workmen's Compensation Board to the Department of the Provincial Secretary.

War Veterans Exempt from Poll Tax

Exemption from the Poll Tax Act has been granted to persons disabled by service overseas in His Majesty's forces in the present war as well as to veterans of the war of 1914-19.

Housing

An amendment in the Municipal Act, which is retroactive to January 1, 1941, enables the Lieutenant-Governor in Council to confer on the council of any municipality, power to enter into contracts with Wartime Housing, Ltd., a Dominion corporation, for any of the purposes for which that company is incorporated.

Bills Not Passed

Bills presented to the Legislature but not passed included amendments in the Acts relating to collective bargaining, hours of work, shops and mechanics' liens, and a Bill to regulate company towns.

A Bill to amend the Industrial Conciliation and Arbitration Act would have provided that in any case where employees had not selected their bargaining organization by a majority vote, the Minister of Labour should, on receipt of an application from two officers of a trade union accompanied by a statutory declaration that they had been requested by employees to make the application, conduct a secret ballot of the employees affected within seven days in order to determine the bargaining agency. Any change of bargaining organization would have had to be made by secret ballot of which at least 24 hours' written notice had been given all available employees affected. The Bill also provided that organizations might be represented by any person or persons duly appointed by the organization for the purpose.

Other bills would have required that female employees under the Hours of Work Act should be given a rest period of at least 15 minutes in any continuous work-period of three hours or more, that employers covered by the Shops Regulation Act should provide reasonable heating to the satisfaction of the inspector during such parts of the year as the inspector deemed necessary, and that a claim for wages under the Mechanics' Lien Act, unless filed, should cease to exist 60 days after completion of the last work for which the lien is claimed instead of 31 days as at present.

A Bill concerning industrial settlements would have provided that where, by reason of the presence or operations of an industrial undertaking there was a concentration outside a municipality of 50 or more persons in an area of a square mile or less, such area should be

termed a public settlement, its roads and streets public thoroughfares and the employees of the undertaking living on the property tenants of the employer with the usual rights and privileges of tenants.

Resolutions

On January 22, 1942, a resolution was passed to instruct the Standing Committee on Labour to examine into the jurisdictional position of Provincial Statutes affecting labour in relation to Dominion Orders in Council, with a view to recommending means of removing any conflict and clarifying the situation as to interpretation and jurisdiction. On January 30 the Legislature adopted a motion to instruct the committee to meet representatives of labour organizations who desire to present a brief on labour legislation and to report these representations to the House.

The report of the Standing Committee, presented on February 11, stated that the Minister of Labour had pointed out that the resolution implied that there is conflict in jurisdiction between the Dominion and the Province. This, he had stated, is not correct since in time of war the Dominion has power to occupy any legislative field deemed necessary in the national interest and the Dominion Orders in Council on labour matters were passed under the authority of the War Measures Act. The Minister explained what had been done to ascertain and set out the respective fields of responsibility with a view to avoiding confusion.

The committee reported that representatives of organized labour who appeared before it urged the repeal of section 5 of the Industrial Conciliation and Arbitration Act, chiefly because they considered that this section gives an opportunity to delay the commencement of negotiations. Section 5 declares it lawful for employees to bargain collectively with their employers and to conduct such bargaining through representatives elected by a majority vote of the employees affected or, where a majority of the employees of any employer were organized in a trade union on December 7, 1938, when the Act was passed, through the officers of the union. The committee agreed to refer this section to the Minister of Labour and to recommend it to the favourable consideration of the Legislature.

Two other resolutions of the committee were: That the committee recommend that the provincial Department of Labour arrange to receive representations from organized labour and others interested, so that matters of interest to labour may be referred to the committee early in the session; and that any information on proposed changes affecting the status of labour between sessions of the Legislature be forwarded by the Department of Labour to all members of the committee.

WAR EMERGENCY TRAINING PROGRAM

AT March 31, 1942, the total number reported in training by the 110 schools in which War Emergency Training was in progress was 15,076. Of this total 5,148 were in the industrial pre-employment classes, 2,049 were receiving instruction in the part-time classes provided by the program for employees selected by industry. There were 5,145 trainees in the R.C.A.F. pre-enlistment classes at the end of March and the number of Navy and Army tradesmen and mechanics in training was 2,734.

At March 1st the numbers in the classes were as follows: industrial pre-employment 5,286, part-time classes for employed persons 1,449, R.C.A.F. pre-enlistment classes 5,175 and Navy and Army classes 3,068.

New trainees entering the pre-employment classes during March numbered 3,203, in the part-time classes 1,071 new trainees were enrolled, 1,380 young men entered the R.C.A.F. pre-enlistment classes during the month and 979 enlisted men were referred to the classes by the Navy and Army in March.

From the pre-employment classes 2,338 graduates were placed in employment in war industries in March and 1,167 men from the R.C.A.F. classes completed their training and were enlisted in the Air Force. Enlistments in various units of the Armed Forces from industrial classes numbered 31.

Explanation of Tables

Table 1 is a summary by provinces which shows the numbers in the various types of classes from April 1, 1941 to March 31, 1942, the numbers in the classes at March 1, 1942, the numbers enrolled during March and the numbers in the classes at the end of March. Placements and enlistments both for March and for the year, April 1, 1941, to March 31,

1942, are enumerated by provinces as are the withdrawals from the classes.

In table 2 the numbers in training at the end of March are shown by provinces and by individual schools under the main trade categories in which training was being given in the pre-employment classes. The numbers who were placed, enlisted or who withdrew from the pre-employment and R.C.A.F. classes are also shown for each school.

An age classification of new trainees enrolled in pre-employment classes since April 1, 1941, and in the month of March 1942 is provided in Table 3. Veterans of the 1914-18 war and discharged soldiers of the present war, who are given preference in the selection of trainees, are included in Table 3, but a separate age classification for these men is also provided in Table 4.

Summary of Training from April 1, 1941, to March 31, 1942

From April 1, 1941, to March 31, 1942 (fiscal year 1941-42), the total number provided training through the War Emergency Training Program was 73,726. Of these 36,530 were in pre-employment industrial classes, 3,924 were in the part-time classes for employed persons, 14,874 were in the pre-enlistment R.C.A.F. classes and 18,398 were in the Navy and Army classes. Graduates from the industrial classes who were placed in war industry numbered 22, 931 and 116 from the R.C.A.F. classes found employment in the aircraft industry. From the R.C.A.F. classes 7,843 were enlisted in the Air Force and 579 from the industrial classes joined various units of the Armed Forces. The numbers in training, graduates placed and enlisted by provinces during the fiscal year 1941-42 were as follows:—

WAR EMERGENCY TRAINING—TOTALS FROM APRIL 1, 1941 TO MARCH 31, 1942

	Number in Training					Numbers placed in Employment and Enlisted from Industrial Pre-employment and R.C.A.F. Classes			
	Pre-em- ploy- ment Classes	Part- time Classes for Em- ployed Persons	R.C.A.F. Classes	Navy and Army Classes	Total	Placed in Employment		Enlisted	
						From Industrial Pre- employment Classes	From R.C.A.F. Classes	From Industrial Pre- employment Classes	From R.C.A.F. Classes
Nova Scotia.....	734	72	63	888	1,757	514	.....	7	12
New Brunswick.....	612	10	939	1,033	2,594	439	.....	11	476
Quebec.....	6,038	432	1,256	1,719	9,445	2,782	.....	26	404
Ontario.....	22,475	1,835	4,412	7,399	36,121	15,599	17	296	2,596
Manitoba.....	809	.....	1,305	1,680	3,794	423	1	5	735
Saskatchewan.....	1,165	.....	2,668	851	4,684	741	17	34	1,600
Alberta.....	2,371	59	2,144	2,184	6,758	1,073	80	172	1,128
British Columbia.....	2,326	1,516	2,087	2,644	8,573	1,360	1	28	1,092
Totals.....	36,530	3,924	14,874	18,398	73,726	22,931	116	579	7,843

Women Trainees.—The total in training in the Pre-employment classes from April 1, 1941 to March 31, 1942, includes the following numbers of women: Quebec 21, Ontario 6,198, Saskatchewan 91, Alberta 45, British Columbia 164.
The total number placed in employment from April 1, 1941 to March 31, 1942, included the following numbers of women: Ontario 4,504, Saskatchewan 41, Alberta 2, and British Columbia 88.

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO MARCH 31st, 1942 AND IN MARCH, 1942
(SUBJECT TO REVISION)

	NUMBERS IN TRAINING				PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND R.C.A.F. CLASSES							
					Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed	
	From April 1/41 to Mar. 31/42	At First of March	Enrolled in March	At end of March	From April 1/41 to Mar. 31/42	In March	From April 1/41 to Mar. 31/42	In March	From April 1/41 to Mar. 31/42	In March	From April 1/41 to Mar. 31/42	In March
DOMINION SUMMARY												
Pre-Employment Classes.....	36,530	5,286	3,203	5,148								
Classes for Employed Persons (1).....	3,924	1,449	1,071	2,049								
R.C.A.F. Classes.....	14,574	5,175	1,360	5,145	116	2	7,843	1,167	243	23	1,343	223
Army and Navy Classes.....	18,998	3,068	979	2,734								
Total.....	73,726	14,978	6,633	15,076	23,047	2,340	8,422	1,198	2,121	407	6,905	880
NOVA SCOTIA												
Pre-Employment Classes.....	734	147	64	150								
Classes for Employed Persons (1).....	72	72	.....	46	514	56	7	.....	.....	.....	52	5
R.C.A.F. Classes.....	63	42	17	49			12	10	.....	.....	2	.....
Army Classes.....	888	168	29	117			.....	.....	.....	.....	.....	.....
Total.....	1,757	429	110	362	514	56	19	10	.....	.....	54	5
NEW BRUNSWICK												
Pre-Employment Classes.....	612	109	1	98								
Classes for Employed Persons (1).....	10	10	10	10	439	.....	11	1	.....	.....	62	11
R.C.A.F. Classes.....	939	252	41	229			476	44	29	.....	162	12
Army Classes.....	1,033	209	30	170			.....	.....	.....	.....	.....	.....
Total.....	2,594	570	82	507	439	.....	487	45	29	.....	224	23
QUEBEC												
Pre-Employment Classes.....	6,038	1,163	242	1,058								
Classes for Employed Persons (1).....	432	110	321	408	2,782	96	29	1	955	186	1,139	66
R.C.A.F. Classes.....	1,256	558	124	580			404	74	71	13	188	15
Army Classes.....	1,719	404	96	369			.....	.....	.....	.....	.....	.....
Total.....	9,445	2,235	763	2,415	2,782	96	430	75	1,026	199	1,327	81

ONTARIO												
Pre-Employment Classes.....	22,475	2,891	2,171	2,805	15,599	1,696	296	13	342	128	3,370	445
Classes for Employed Persons (1).....	1,835	922	300	976	17	17	2,396	406	62	8	271	58
R.C.A.F. Classes.....	4,412	1,687	499	1,664								
Army and Navy Classes.....	7,399	1,119	472	1,116								
Total.....	36,121	6,569	3,442	6,561	15,616	1,696	2,692	419	404	136	3,641	503
MANITOBA												
Pre-Employment Classes.....	809	187	31	152	423	47	5		64	8	164	25
Classes for Employed Persons (1).....	1,305	496	86	454	1	1	735	114	31		81	14
R.C.A.F. Classes.....	1,680	235	46	127								
Army Classes.....												
Total.....	3,794	918	163	733	424	47	740	114	95	8	245	39
SASKATCHEWAN												
Pre-Employment Classes.....	1,165	219	115	176	741	117	34	1	105	20	109	20
Classes for Employed Persons (1).....	2,668	859	195	830	17	1	1,600	185			221	38
R.C.A.F. Classes.....	851	140	17	141								
Army Classes.....												
Total.....	4,684	1,218	327	1,147	758	118	1,684	186	105	20	330	58
ALBERTA												
Pre-Employment Classes.....	2,371	301	289	409	1,073	127	172	15	297	36	410	50
Classes for Employed Persons (1).....	59											
R.C.A.F. Classes.....	2,144	679	153	688	80	1	1,128	135	41		184	21
Army Classes.....	2,184	444	153	348								
Total.....	6,758	1,424	595	1,445	1,208	128	1,300	150	338	36	594	71
BRITISH COLUMBIA												
Pre-Employment Classes.....	2,326	269	290	300	1,360	199	28		115	6	256	35
Classes for Employed Persons (1).....	1,516	345	440	609								
R.C.A.F. Classes.....	2,087	652	265	651	1	1	1,092	199	9	2	234	65
Army Classes.....	2,644	349	136	346								
Total.....	8,573	1,615	1,131	1,906	1,361	199	1,120	199	124	8	490	100

(1) Part-time (evening) classes carried on at request of employers in year production with object of up-grading employees.

WOMEN TRAINERS.—The total in training in pre-employment classes from April 1, 1941 to March 31, 1942, included the following numbers of women: Quebec 21, Ontario 6,198, Saskatchewan 91, Alberta 45, British Columbia 164.
The pre-employment totals at the end of March included the following numbers of women: Quebec 10, Ontario 897, Saskatchewan 25, Alberta, 38, and British Columbia. 56
The total number placed in employment from April 1, 1941 to March 31, 1942, included the following numbers of women: Ontario 4,504, Saskatchewan 41, Alberta 2, and British Columbia 88.
The total number placed in employment in March 1942 included the following number of women: Ontario 936, Saskatchewan 21, and British Columbia 2.

[illegible]

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF MARCH, 1942—Continued

NUMBER IN TRAINING AT MARCH 31st (Subject to Revision)										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND R.C.A.F. CLASSES IN MARCH				
Industrial Classes										Total in Training at Mar. 31	Placed in Em- ployment	Enlisted	Com- pleted Training but not placed	Left before Training com- pleted
Part-time Classes for Employed Persons	Aircraft Production (Trade not specified)	Elec- tricity and Radio Mechanics	Ma- chine Shop	Sheet Metal Work	Weld- ing	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Navy and Army Classes					
Manitoba—														
St. Boniface Voc. School.....			68		15		83			83	20		2	14
Winnipeg Daniel McIntyre.....								357		12				
Winnipeg Dom.-Prov. Voc.....			41	23			69			14	27	89	6	24
Winnipeg Kelvin Tech.....										11				
Winnipeg La Verendrye School.....								97		97		25		1
Winnipeg St. John's Tech.....										71				
Winnipeg 204 Princess St.....										19				
TOTAL.....			109	28	15		152	454	127	733	47	114	8	39
Saskatchewan—														
Moose Jaw R.C.A.F. Classes.....								233		233	1	42		3
Moose Jaw Tech. School.....	46		17				63			63	51	1	20	1
Prince Albert Youth Training School.....														
Regina Balfour Tech.....	20		17				37			37	23			5
Regina R.C.A.F. Classes.....	13		19				32			32	10			9
Saskatoon Army Trades School.....								356		356		75		30
Saskatoon Tech. Collegiate.....	25		19				44		141	141				5
Saskatoon R.C.A.F. Classes.....								241		241		68		5
TOTAL.....	104		72				176	830	141	1,147	118	186	20	58
Alberta—														
Calgary D2H Airport.....			36	2			38	92		130	8	25	5	10
Calgary Exhibits Building.....			62			1	102	77	125	304	33	16	14	22
Calgary Inst. of Technology.....	39							161	29	190		43		1
Calgary Mount Royal College.....									30	30				
Calgary Western Canada High.....									109	109				
Edmonton Glenora School.....						4	4	138		142		6		2
Edmonton Oliver Building.....	28		35	19		14	96			96	41	4	6	9
Edmonton 10104-114 Street.....	41		45		2	3	91	121	55	267	31	34	11	12
Edmonton Technical School.....	38						38			38				
Medicine Hat Badminton Club Building.....	18		14		3	5	40	99		139	15	22		15
TOTAL.....	164		192	21	5	27	409	688	348	1,445	128	150	36	71
British Columbia—														
Nanaimo Thos. Hodgson Voc.....									42	42				
Prince Rupert Booth Memorial.....	54						54			54				4
Vancouver Fairview High School.....								134		134		55		4
Vancouver Aircraft Sheet Metal.....			10	138			148			148	107		1	10
Vancouver John Oliver High.....			16				16			16	6		5	4
Vancouver King Edward High.....		1	17				18			18	2			

Vancouver Technical.....	215			35		41	29	320	517	228	548	83	144	2	17
Vancouver R.C.A.F. Classes.....											517				61
Vancouver 576 Seymour St.....											6				
Vancouver 81 Robson St.....	22							22			22				
Vancouver Shipfitting.....	187							157			187				
Victoria Central Junior High.....											70				
Victoria High School.....				13				13			70				
Victoria Machinery Depot.....	64							64			13	2			
Victoria Yarrow's Ltd.....	67							67			64				
TOTAL.....	609			91		138	41	29	909	651	346	199	199	8	100
											1,906				

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO MARCH 31, 1942, AND IN THE MONTH OF MARCH, 1942

(SUBJECT TO REVISION)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.
Nova Scotia.....	311	31	207	19	70	14	19	.....	8	.....	615	6
New Brunswick.....	152	.....	207	1	82	.....	18	.....	3	.....	462	.....
Quebec.....	1,983	146	1,795	122	863	48	445	17	194	10	5,280	34
Ontario.....	6,990	631	6,515	722	3,177	355	1,553	143	553	44	18,788	1,89
Manitoba.....	143	8	226	11	153	5	99	8	42	1	663	3
Saskatchewan.....	213	26	420	50	187	21	111	11	36	4	967	11
Alberta.....	257	33	543	92	315	70	303	53	161	34	1,579	23
British Columbia.....	307	49	825	89	578	80	266	40	113	27	2,089	28
TOTAL.....	10,356	924	10,738	1,106	5,425	593	2,814	269	1,110	120	30,443	3,012

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO MARCH 31, 1942, AND IN THE MONTH OF MARCH, 1942

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.	From April 1 1941 to Mar. 31 1942	In Mar.
Nova Scotia.....	4	1	14	5	4	1	6	.....	2	.....	30	7
New Brunswick.....	16	.....	67	1	13	.....	7	.....	2	.....	105	1
Quebec.....	29	5	126	20	41	6	55	6	24	1	275	28
Ontario.....	35	4	293	27	105	2	328	16	89	1	850	50
Manitoba.....	10	3	104	6	51	1	57	2	30	1	252	13
Saskatchewan.....	15	1	106	19	31	4	58	4	14	1	224	25
Alberta.....	14	1	94	21	48	4	150	21	52	6	358	53
British Columbia.....	7	.....	119	8	54	4	93	9	33	7	306	28
TOTAL.....	130	15	923	107	347	22	754	58	246	17	2,400	210

TABLE 5.—NUMBERS OF ENLISTED MEN IN TRAINING AS NAVY AND ARMY TRADESMEN BY TRADE CATEGORIES AS AT MARCH 31, 1942

	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia.....	.....	.....	.....	.....	36	17	.....	36	14	.....	.....	(1) 14	117
New Brunswick.....	55	.....	3	17	12	5	14	13	.....	.....	8	(2) 43	170
Quebec.....	158	.....	5	13	61	.....	35	67	.....	.....	30	.....	369
Ontario.....	201	51	13	65	201	21	115	336	4	.....	16	(3) 93	1,110
Manitoba.....	26	.....	11	16	39	.....	7	9	.....	.....	.....	(3) 19	127
Saskatchewan.....	53	.....	22	17	20	.....	15	14	.....	.....	.....	.....	141
Alberta.....	59	.....	32	54	30	.....	40	76	27	.....	.....	.....	343
British Columbia.....	42	.....	8	59	50	.....	49	76	13	22	.....	(3) 27	346
TOTAL.....	624	51	94	241	449	43	275	627	58	22	54	196	2,734

(1) Concretors.

(2) Cooks.

(3) Concretors 11, Instrument Mechanics 16.

WARTIME FARM LABOUR PROGRAM IN ONTARIO

Review of Measures Taken in 1941 to Meet Shortage of Farm Labour in Ontario—Plans for 1942

IN the Spring of 1940 the Farm Training Branch of the Dominion-Provincial Youth Training Program, foreseeing the coming shortage in farm labour due to enlistment, construction, war industries, need for increased food production and general stimulation of business, began to work on a method of meeting the critical farm situation.

The Ontario Department of Education was approached to arrange for special regulations which would release Secondary School students early for farm work. It was, however, too late in the season to make these arrangements effective and students were not released until examinations were over. Even at that, between 2,000 and 3,000 young men were placed on farms in the two months of July and August.

Benefiting from the experience gained in the Spring of 1940 plans were formulated in October and November 1940 to meet the 1941 situation. Conferences were held with groups of farmers in various parts of the province. A rounded out plan was first presented to a representative group of Waterloo farmers at Kitchener in October 1940 and later to other farm groups. The plan was thoroughly discussed, criticized, modified and suggestions made for its improvement. It was finally approved and prepared for submission to the Ontario Government in November 1940.

Features of Plan

The method of meeting the situation was based on the recognition of food production as a necessary war industry. In public addresses from time to time, this was recognized by the Premier of Ontario and members of the Ontario Cabinet. By this recognition, it was possible to make a wide appeal for registration of farm workers on the basis of patriotism and a desire to help in the prosecution of the war.

The importance of the problem was recognized by the Ontario Government and an Inter-departmental Committee on Farm Labour Service was appointed consisting of the Minister of Labour, Hon. N. O. Hipel as Chairman, The Minister of Education, Hon. Dr. Duncan McArthur, the Minister of Agriculture, Hon. P. M. Dewar, and the three Deputy Ministers, J. F. Marsh, Dr. G. F. Rogers and W. R. Reek. A. MacLaren was appointed as Director of the plan.

The Dominion Department of Labour was then approached for their co-operation in

financing and promoting the plan. This co-operation was accorded and the work for 1941-42 was carried out under a Dominion-Provincial Inter-departmental Committee agreement.

The co-operation of all the Churches, the Y.M.C.A., Y.W.C.A., other branches and departments of the Provincial Government, Boards of Education, Teachers and others was then secured. All these groups co-operated and helped to make the plan a success in 1941-42.

Farm Labour Service Force

The Inter-departmental Committee early in 1941, after considering fifteen or twenty names, organized its Farm Labour Service under the name of the Ontario Farm Service Force. This name parallels the name of Canada's Overseas Military Forces viz. Canadian Active Service Force. By the adoption of this name the movement capitalized on the patriotic war sentiment which was manifest throughout the Province.

The Farm Service Force has now organized those who registered with it into six or seven Brigades according to the class of registrant. Anyone over 12 years of age who works on the farm or in the production of food is eligible for registration. The Force registers farmers, farmers' wives, sons, daughters and hired men as well as village, town and city people who volunteer to help the farmer. All boys under 15 and girls under 16 must work on their own home farm or on some other farm selected by their parents and under their close supervision. Others over these ages may work at home, find their own job or be placed by the Ontario Farm Service Force. All registrants are known as Farm Service Volunteers. The Brigades are as follows:—

(1) *The Farm Cadet Brigade* enrolls all young men, 15 years old and up to military age, and all those over that age who have been rejected for any of the Services and who are prepared to work on the farm in the production of food. Their chief work is seasonal work on mixed and dairy farms.

(2) *The Farmerette Brigade* enrolls all young women 16 years old and up, in school, normal school, college, university, or other educational institutions and women teachers in these institutions. Their specialty is fruit, vegetable and truck farming.

(3) *The Women's Land Brigade* enrolls all women who are not in educational institutions

and volunteer for Farm Service and emphasizes year round work on general, live stock, poultry and dairy farms.

(4) *The Boys of the Old Brigade* enrolls middle aged and older men, many of them retired farmers or farm hands for year round or seasonal work on general and dairy farms.

(5) *The Holiday Service Brigade* enrolls three classes of Farm Service Volunteers: (a) Those who give their summer holidays—say one to three or four weeks to help relatives, friends or other farmers particularly in haying, harvest, threshing, silo filling, potato or other harvesting operations; (b) those who, while working at some other occupation, give one day a week to nearby farmers in harvesting operations or (c) those who in small country towns close their stores and organize holidays (one, two or three days a week) and go out and help in harvest operations.

(6) *The Children's Brigade* enrolls all under 16 years of age who on their own farms or on nearby farms participate in farm work including picking berries, hoeing, weeding, caring for gardens, etc.

(7) *The Farm Girls' Brigade* enrolls all farm young women up to 26 years of age not in school who undertake to help in various ways with the farm operations. Another will enroll during 1942-43 anyone not resident on the farm who undertakes to plan, plant, care for and harvest a vegetable garden at their own home or on an allotment. This Brigade will be called the Home Garden Brigade.

The Land Army

With this type of organization it can be seen that Ontario has organized a Land Army. According to the 1931 census the number of men, women, and children that was needed to care for the crops in Ontario was constituted as follows: Family workers—281,364; Permanent workers—25,276; Temporary workers—123,144 or a total Army of 429,784.

This army of 429,784, having been depleted by enlistment in Army, Navy, Air Force, and Home Defence Forces, by engagement in construction and war industry, etc, the task of the Ontario Farm Service Force is to recruit reinforcements and replacements. For 1941-42 the Force set for itself an objective of 10,000 placements for farm service and in the twelve months it has recorded placements of 23,000.

The work was organized with a Field Force of Placement Officers, one in every three counties of the Province. The work of these Officers was: (1) to secure applications from farmers for help; (2) to investigate the home and the character of the farmers applying for help; (3) to visit Secondary Schools, Employment Offices, County Departments of Agriculture, and address public meetings to enroll

as many volunteers for farm work as they could get; (4) Place these volunteers in selected farm homes where they would have the best chance to make good; (5) to keep in touch with these placements in order to see that no young person was exploited; (6) to adjust any difficulties that might arise with regard to hours, conditions, wages, etc.

Each year in the late winter before placement began a survey has been made of the need for farm help. In 1940, the survey consisted of obtaining reports re: the situation from every Employment Office and County Department of Agriculture Representative in the Province. In 1941, 5,000 Survey forms were sent out, one to each Rural School Section in the Province. About 1,500 forms were returned, which indicated that the situation was very serious. In 1942 a thorough organization of every County is being undertaken with volunteer canvassers in every polling subdivision to make a farm-to-farm canvass to find out all the labour resources, machines, men, co-operative community organization, and the actual shortage of help.

The help secured for Ontario Farmers in 1941-42 when analysed shows the following distribution:

Secondary School Students placed through Schools, Departments of Agriculture and O.F.S.F. Placement Officers:

Young men.....	6,454	
Young women.....	5,407	
Young men placed by field staff.....	1,900	
Day-by-day work....	350	14,111

Placed through Employment Service of Canada Officers and in co-operation with O.F.S.F. Placement Officers:

Experienced men.....	4,037	
Partly experienced men.....	1,667	5,704

Placed by O.F.S.F. Officers' Women's Land Brigade:

Monthly placements	95	
Day-by-day Work.	1,440	1,535

Farm Service Force Camps:

10 Girls' Camps....	998	
1 Boys' Camp.....	120	
Private Camps....	123	1,241

Army (men released part time from Active Service Force).....

450 450 23,041

The Holiday Service Brigade encouraged men and women to spend their holidays doing farm work. It has not been possible to keep record of the number enrolled, but the number is in the hundreds.

The Army authorities were approached to grant leave to men in the Army to help in harvest operations. Certain concessions were made but since all men asking for agricultural leave had to give up Army pay, family allowances, hospitalization, insurance, etc., the number secured was very limited.

The day-by-day work was done by individuals who for one reason or another had to live at home but gathered at certain rendezvous on the outskirts of town or city where each morning they were picked up by the farmer and returned there in the evening.

There was considerable evidence that many recruits for farm work were secured without their being registered in any of the agencies co-operating, but due to the publicity campaign conducted by the Ontario Farm Service Force.

The experienced and partly experienced men were largely recruited through the Employment Service of Canada Offices and County Department of Agriculture Offices with which the Ontario Farm Service Force co-operated.

Plans for 1942

The Ontario Farm Service Force is starting its 1942 program with an objective of 40,000 placements between April 1, 1942, and March 31, 1943. It plans to carry on along the same lines as last year increasing the number of Secondary School Students, enlarging its Women's Land Brigade and experimenting in mobile units for harvesting, threshing and silo filling.

Entrance and Secondary School Students.
—Regulations governing the granting of Departmental Certificates from Entrance to Honour Matriculation have been drawn up and sent out to Secondary School Principals and High School Entrance Boards.

These regulations will permit students to leave school (without losing their year's standing) after April 17 and in a few cases even as early as April 1 for two purposes viz. to enlist in Canadian Active Service Forces or to engage in farm work or its closely allied industries such as creamery, cheese factory, cannery and packing house. The conditions under which students may do either of these two things and still secure their year's standing and promotion are as follows: (a) They must be in regular attendance at school until the date released; (b) They shall score fifty per cent standing in all subjects required in

term work and exams; (c) They shall enlist or engage in farming for a term of at least thirteen weeks and until voluntarily released by the farmer employer.

High School Entrance Boards may grant Entrance standing to students in Grade 8 on the recommendations of their principal when they fulfil similar conditions to the Secondary School Students as outlined above.

Course of Preliminary Training for Inexperienced Students.—An outline course including lectures on the theory of farming, practical work in school, shop, garden, visits to farms, stables, dairies, etc., practical demonstrations in use of implements, exercises for making students physically fit, etc., has been prepared and issued by the Department of Education and in many schools is meeting with considerable success. A special handbook for students has also been prepared for those who have never had any experience in farm work.

Some teachers have questioned the advisability of allowing students to leave school so early in the year because of the loss in education. On the other hand this plan may be a gain for education if there is taken into consideration the value of training in Democracy involved in the self-discipline of farm work, the understanding of urban-rural relationships secured, the responsibility of the individual to the community which is developed in rendering a fair day's work for a fair day's pay, the co-ordination of body, mind and spirit in serving the social purpose of food production, and the realization of the value of time, work and money.

The Organization of Camps in Fruit and Vegetable Areas.—In sections where farming is carried on intensively such as fruit, vegetable and truck gardening areas, the method of setting up Government financed camps to house young women has been found to be the best method of meeting the fruit and vegetable growers' labour problem.

Eleven of these camps were established in 1941.—As many more will be established in 1942. These camps are set up to accommodate up to 60 young men or women. The discipline, recreation, feeding and housing arrangements are directed by the Young Men's Christian Association or the Young Women's Christian Association. The labour distribution is handled by O.F.S.F. Placement Officers and a Labour Secretary in each camp.

Workers are paid by the farmer at going wages in the district but not less than a minimum hourly wage agreed on at a growers' meeting before the opening of the camp.

At a preliminary meeting of growers in a district where it is believed that such a camp is needed the particular needs of the district are discussed, e.g., minimum wages, piece rates, conditions of work, etc. Every grower is then required to fill out a labour requirements survey. These surveys are charted and graphed. The placement officer and the local committee in charge then review the situation, decide on the opening date and the number of helpers required at the opening of the camp.

An unemployment insurance fund is established in each camp district to which each grower contributes 10 cents per worker per day used. This fund is drawn on to supplement the board of any worker who is unemployed because of scarcity of work and is operated as follows: Any worker who has four days' work or more in a week pays full board money (\$4.50 a week for girls and \$5 a week for boys) for every day less than four that he works, one-quarter of the board amount is drawn from the fund and paid to the Y.M.C.A. or Y.W.C.A. for board. In this way workers may be held in camp through the slack period, room and board free.

The camp of 60 workers is staffed with a director, cook and three assistants. A labour secretary is also placed in every camp, whose duty it is to distribute the labour as equitably as possible, see that every worker is steadily employed, adjust difficulties as they arise between worker and farmer, see that both worker and farmer are fairly treated.

A program of recreation and entertainment is planned by the director and the elected camp council of workers.

The grower telephones his requirements each evening and calls for his workers by car or truck each morning and returns them in the evening. Morning and evening meals are served in camp and workers make their own lunch in the morning to be taken with them and eaten on the farm where they are employed.

The camps run from April 1 to October 15 varying within these outside dates according to local needs.

These camps have been set up some under canvas, others in rented houses, remodelled barns, public schools, high schools, parish halls, fruit packing houses, fall fair grounds and buildings, etc.

A plentiful supply of good sanitary drinking water is necessary. A water system is

installed, washing room facilities arranged for, jacket stoves and hot water tanks are part of the equipment. Wherever possible electric light and electricity for cooking purposes are installed.

Method of Placement

Farm workers are supplied to farmers in one or other of the following ways:

- (1) By individual placement on farms where room and board is furnished in addition to cash wages.
- (2) By placement in small groups from 2 to 20 where suitable living conditions are provided.
- (3) By government organized camps of workers up to 60 in number as outlined above.
- (4) Through day-by-day work.
- (5) Through mobile units of men for haying, harvest, canning, etc.

All types of farming have been served through one or other of these methods including general farming, dairying, livestock, hog farming, poultry, flax, fruit, vegetable and truck farming. Many cannery workers have also been secured.

Uniforms, Badges, Awards

A system of recognition has been worked out and includes the following:

- (1) A crest with the name "Farm Service Force" and motto "We Lend a Hand" a Union Jack and the Ontario Coat of Arms superimposed is presented to every registrant.
- (2) The crest is accompanied with a card containing the code of the Ontario Farm Service Force.
- (3) Uniforms for farm cadets, farmerettes, and women's land brigade are prescribed with shoulder, sleeve and hat badges. The wearing of these is not compulsory except in camp.
- (4) The work uniform is blue overalls, white blouse and red bandanna for girls and blue shirts and straw hats for boys.
- (5) Chevrons for six months or one season's work are presented to be worn on the sleeve of the dress uniform.
- (6) Certificates of achievement will be presented at public gatherings in schools, etc., in the fall to those who have participated in the work.

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Weekly Half-Holiday for Motor Vehicle Business in British Columbia— Lumbermen's Wages in New Brunswick—Quebec Minimum Wages —Teachers' Pensions in Alberta and British Columbia— Licensing of Hairdressers in Manitoba

B RITISH Columbia has exempted the businesses of motor vehicle dealers from the Weekly Half-holiday Act but has required them to observe Saturday as a half-holiday. Four Quebec minimum wage orders have been renewed and one amended to provide a 10 per cent increase in minimum wage rates for stationary enginemen. Several by-laws passed under the Alberta Teachers' Retirement Fund Act have been amended and a regulation governing voluntary increases of contributions to the Teachers' Pension Fund in British Columbia has been made. Manitoba has passed regulations for the licensing of hairdressers. A revised wage scale for three classes of forest workers has been issued by the New Brunswick Forest Operations Commission. The Regional War Labour Board for that province has approved the revised scale and set an upper limit on the wages of these workers.

Alberta Teachers' Retirement Fund Act

Amendments in certain by-laws passed under this Act (LABOUR GAZETTE, 1939, p. 1230; 1940, pp. 243, 446; 1941; pp. 138, 958) were gazetted March 14. By-law 4 is amended to place a pensioner who accepts a teaching appointment in an institution in the same position as a retired teacher who accepts re-employment in the schools. For such persons the pension will cease during the period of re-employment if it exceeds ten days in any one month, and the pension will be re-computed when the employment ends to allow for additional service and any additional contributions.

By amendments to by-laws 12 and 13 claims for a refund of contributions in the case of contributors who die before retiring or who reach retirement age before serving long enough to qualify for a pension must now be submitted within a time limit of one year. By-law 5 is amended to provide that claims for the amount of the monthly payment unpaid for the month in which the pensioner died must be made within six months of the date of death. In the case of deceased pensioners or contributors such claims could formerly be made only by the estate or the next-of-kin. They may now also be submitted by the widow or widower of the pensioner or contributor.

British Columbia Teachers' Pensions Act

The Commissioner of Teachers' Pensions has issued a regulation gazetted March 26 specifying the amount by which teachers may

voluntarily increase their monthly contribution to the Teachers' Pension Fund in order to provide themselves with a larger retirement annuity. One or more dollars may be added to the monthly statutory contribution of 4 per cent of the teacher's salary, or the contributor may add an amount which together with the statutory contribution will yield a retirement annuity of \$10 per month or any multiple of \$10.

British Columbia Weekly Half-Holiday Act

Three types of motor vehicle dealers in the city of Victoria and the municipalities of Esquimalt, Oak Bay and Saanich have been declared exempt from the weekly half-holiday provisions of this Act but are required to observe a half-holiday on Saturday. The order gazetted March 26 covers shops engaged in repairing motor vehicles, those which sell motor car parts at wholesale and those which sell new motor vehicles. These shops must be closed to customers on Saturdays between 1 p.m. and 12 midnight and no employer may require or permit his employees to remain in such shops after 1.30 p.m. on that day. Repair shops and those engaged in selling new motor vehicles may retain one or more persons on the premises after 1.30 p.m. to perform services and repairs which are immediately necessary for the operation of a motor vehicle and which can ordinarily be performed within a half-hour. Cars may be accepted for storage or released from storage and used motor vehicles may be sold or demonstrated on Saturday afternoon.

Manitoba Hairdressers Act

Regulations relating to the licensing of hairdressers issued under this Act were gazetted March 21 and are to be in effect from April 1, 1942. They are applicable to Winnipeg, St. Boniface, St. Vital, Fort Garry, St. James, East and West Kildonan, Tuxedo, Transcona, and Brooklands.

Licences may be granted by the Department of Labour to master hairdressers, operators and improvers. The proprietor of every hairdressing establishment or one of the partners if it is run on a partnership basis must hold a master hairdresser's licence. All the employees must be licensed as operators or improvers. A master hairdresser who employs an unlicensed person as a hairdresser may have his licence revoked or suspended.

The Board of Examiners provided for in the Act may withhold a licence unless it is

satisfied that the applicant is qualified as a hairdresser and, in the case of a master hairdresser, that the premises in which the business is to be carried on are suitable for the purpose. Each application must be accompanied by a medical certificate dated not more than two weeks prior to filing declaring the applicant to be free from any communicable or contagious disease. The licence fee for a master hairdresser is \$5, for an operator, \$2 and for an improver \$1. All licences expire on April 30 of each year.

These regulations must be posted in a conspicuous place in each establishment. A licence may be revoked or suspended for failure to comply with them.

New Brunswick Forest Operations Commission Act

The Forest Operations Commission has raised the minimum wage rates for stream-drivers, boomers and sorters above those set a year ago (LABOUR GAZETTE, 1941, p. 435). The new order gazetted and effective April 1, 1942, increases the average piece-work rate for stream-drivers from \$3.25 to \$3.50 a day with board. Wages paid to cooks, foremen, bookkeepers and clerks are not to be included in computation of the average rate, nor are these groups covered by the order.

Hourly minimum rates for boomers and sorters are raised from 32½ cents to 35 cents without board; but the employer is still permitted to deduct from each worker's wages a maximum of 50 cents a day if he supplies board.

Payment of these rates is subject to the condition that no cost-of-living bonus shall be payable to such workmen for the balance of 1942. Requirements as to the keeping of

records, the audit of payrolls and investigations by the Fair Wage Officer remain unchanged.

The Regional War Labour Board for New Brunswick has approved the revised scale of minimum wages and set an upper limit on wages for forest operators. Employers may not pay more than \$3.75 a day with board to stream-drivers, nor more than 37½ cents an hour without board to boomers and sorters unless their highest rates for similar work in 1941 exceeded these amounts. In that event they may pay the 1941 rates.

Quebec Minimum Wage Act

A correction gazetted March 21 in the English version of article 2 of Order 5 (revised) concerning the silk textile industry (LABOUR GAZETTE, 1938, p. 985) makes the English and French versions agree in declaring the order not applicable to establishments which manufacture only tissues or fabrics of not more than twelve inches in width.

An amendment in Order 6 (LABOUR GAZETTE, 1938, p. 624) gazetted March 28 has increased by 10 per cent the minimum rates for stationary enginemen in the city and district of Montreal and in the municipalities within a five-mile radius of the Island of Montreal.

By notices gazetted March 28, Orders 5 and 6 have both been renewed for one year dating from April 1 and April 15 respectively and Order 15 concerning the packing and grading of wastepaper (LABOUR GAZETTE, 1938, p. 1236) has been extended to April 8, 1943. An order gazetted April 4 renews until April 1, 1943 Order 4 covering industries to which special orders do not apply. (LABOUR GAZETTE, 1938, p. 512).

Labour Laws Relaxed in U.S.A. to meet Emergency

In the United States labour laws applying to women's hours of work in manufacturing industries have been relaxed in many states. There are 21 states having laws or orders that provide a maximum of 48 hours a week (or less) for manufacturing industries; 12 states that prohibit night work for women during certain hours; and 20 states that provide 1 day rest in 7 (in addition all but 4 other states have no-Sunday-work laws).

General acts passed in Maine give the Governor broad emergency powers to utilize all the manpower and material resources of the state. In Massachusetts the Governor may suspend any law, rule, or regulation affecting the employment of persons.

New action by legislatures to meet the war emergency includes: Passage in New York of a law enabling the Department of Labour to issue permits waiving legal provisions as to work hours of women 18 years of age or over

(effective only during the war); in New Jersey of an amendment to the night work law permitting the Governor to suspend it "in time of war or other serious emergency"; in Virginia permitting employers on war work to employ women 18 and over for 10-56 hours instead of the 9-48 limit in the law, limited to the duration of a war contract and conditions of work must safeguard health.

In Pennsylvania the Industrial Board ruled that employers "actively participating in the defence program" may secure permits to employ women over 21 "beyond the 8-44 hour maximum on 5½ days. The basic law provides for time and a half pay beyond the 44 hours, with a limit to 48 hours a week. The California law requires time and a half for night work, but new orders have been pending. In Indiana the Commissioner of Labour announced he would relax enforcement of the night work law, but would investigate individual cases.

ACTIVITIES OF UNEMPLOYMENT INSURANCE COMMISSION

Appointment of New Chief Commissioner—Second Meeting of National Employment Committee—Insurance Registration—Report of Employment and Claims Offices—Employment conditions at the end of March

THE appointment of a Chief Commissioner to succeed the late Dr. Joseph Sirois was announced by the Honourable Humphrey Mitchell, Minister of Labour, on March 17. The new Chief Commissioner is Louis J. Trottier, formerly Treasurer of the General Trust Company of Canada, Montreal. With the two other Commissioners, R. J. Tallon and Allan M. Mitchell, Mr. Trottier will be responsible for administering the Unemployment Insurance Plan throughout Canada.

Since the death of Dr. Sirois, Mr. Arthur MacNamara, Associate Deputy Minister of Labour, has been carrying on as Acting Chief Commissioner. Through the period of organization, Mr. MacNamara with his associates and staff efficiently performed a very difficult task, and will in future carry on his duties as Associate Deputy Minister of Labour.

The new Chief Commissioner is prominent in business and professional circles. In addition to performing the duties of Treasurer of the General Trust Company of Canada, he has been for a number of years Professor of Fiscal and Fiduciary Accounting at the University of Montreal. As such he has taken an active interest in the establishment and development of the administrative and accounting branch of the High School of Commerce, Montreal. Mr. Trottier is Secretary of Le Cercle Universitaire of Montreal.

The opening of the fiscal year was marked by a re-registration of all insurable employees by the Unemployment Insurance Commission, as well as the registration of those not in insurable classes employed in industry. New books for the fiscal year 1942-43 are also being issued.

National Employment Committee

The second meeting of the National Employment Committee, established under the Unemployment Insurance Act as an advisory body on employment matters to the Unemployment Insurance Commission, was held in Ottawa on Wednesday, March 18, 1942. Mr. Tom Moore, Chairman of the Committee, presided and introduced a new member, Mrs. C. H. Thorburn, O.B.E., of Ottawa, appointed by the Commission to represent the Canadian Welfare Council. The appointment of Mrs. Thorburn brings the membership of the Committee to nine, two of whom are women.

Dr. Allon Peebles, Executive Director of the Unemployment Insurance Commission,

and V. C. Phelan, Chief Employment Officer, outlined the Employment Service, its establishment, personnel and methods of functioning.

The committee considered the establishment of Regional Committees. The Unemployment Insurance Act provides that Regional Committees shall be established to act in an advisory capacity and assist in the Commission's Employment Service work in each of the five Regional Committees. The five Regional Committees of Canada, for purposes of administration of the Unemployment Insurance Act are: Maritime Provinces; Quebec; Ontario, west to a line drawn approximately through Lake Nipigon to Hudson Bay; the remainder of Ontario and the three Prairie Provinces; British Columbia.

The discussion resulted in recommendations to the Commission respecting the numbers and personnel of each of these Regional Committees, it being suggested that the Executive Committee of the National Employment Committee could assist the Commission in respect to the appointment of the Regional Committees.

In accordance with a previous decision that the National Employment Committee would convene at intervals of three months, it was decided to hold the next meeting about the middle of June.

Insurance Registration

Reports from the district offices of the Unemployment Insurance Commission show that 159,441 employers and 2,674,404 employees have registered throughout Canada. Heretofore, the Unemployment Insurance Commission has issued figures of the numbers of books requisitioned by employers for their employees. Commencing this month it is the intention of the Commission to publish figures regarding the number of employees registered.

A progress report of registration of employers and employees on March 31, 1942 contained the following figures:

Region	Employers Registered	Employees Registered
British Columbia ..	13,316	219,391
Prairie	28,665	364,448
Ontario	60,804	1,060,657
Quebec	44,904	823,242
Maritime	11,752	206,666
	<hr/> 159,441	<hr/> 2,674,404

Report of Employment and Claims Offices for February, 1942

The volume of business transacted by Employment and Claims Offices of the Unemployment Insurance Commission for the month of February, as indicated by the average daily placements effected, showed a gain of more than 11 per cent over that of the previous month, but a loss of nearly 29 per cent from February, 1940. Under the former comparison, increased placements were reported in manufacturing, construction, transportation, trade and mining, that in the last named group being minor only, while a substantial decline took place in logging and nominal decreases in agriculture, finance and services. When compared with February a year ago, large reductions in placements were recorded in construction, services and logging, as well as a moderate decline in agriculture; however these losses were partly offset by improvement shown in manufacturing, transportation, trade, finance and mining, the most noteworthy of which was in manufacturing.

The accompanying chart shows the trend of employment since January, 1940, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered, each month, at employment offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications rose sharply during February, 1942, standing at 61.1 and 49.7 respectively, in comparison with ratios of 53.4 and 43.4 in January and with 49.5 and 46.0 in February a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during February, 1942, was 1,148, as compared with 1,033 during the preceding month and with 1,413 in February last year.

The average number of applications for employment received daily by the offices during the month under review was 1,879; in comparison with 1,933 in January, 1942, and with 2,851 during February, 1941.

The average number of placements made daily by the offices of the Commission during February, 1942, was 934, of which 615 were in regular employment and 319 in work of one week's duration or less, as compared with a total daily average of 839 during the preceding month. Placements in February last year averaged 1,313 daily, consisting of 840 placements in regular and 473 in casual employment.

During the month of February, 1942, the offices of the Commission referred 24,725 persons to vacancies and effected a total of 22,410 placements. Of these, the placements in

regular employment were 14,747, of which 11,436 were male and 3,311 female, while placements in casual work totalled 7,663. The number of vacancies reported by employers was 17,296 for men and 10,250 for women, a total of 27,546, while applications for work numbered 45,075, of which 31,897 were from men and 13,178 from women. Reports for January, 1942, showed 26,823 positions available, 50,250 applications made and 21,803 placements effected, while in February, 1941, there were recorded 33,889 vacancies, 68,417 applications for work and 31,489 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1932, to date:—

Year	Placements		
	Regular	Casual	Totals
1932.....	153,771	199,443	352,214
1933.....	170,576	181,521	352,097
1934.....	223,564	182,527	406,091
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942 (2 months).....	28,988	15,223	44,211

NOVA SCOTIA AND PRINCE EDWARD ISLAND

There were increases of nearly 16 per cent and 52 per cent, respectively, in the number of vacancies offered through employment and claims offices in Nova Scotia and Prince Edward Island during February, 1942, when compared with the previous month and with February a year ago. Placements, likewise, were over 14 per cent higher than in January and almost 50 per cent in excess of those recorded during the corresponding month of 1941. When comparing placements by industrial divisions during the period under review with those of February last year, the most important increases were recorded in manufacturing, construction and services, a slight gain in transportation being more than offset by a decline in logging. Changes in other groups were small. Industrial groups in which most of the placements were effected were: services 1,290; construction 1,020 and manufacturing 564. During the month 1,600 men and 162 women were placed in regular employment.

NEW BRUNSWICK

During the month of February, positions offered in New Brunswick were nearly 3 per cent more numerous than in January, but 30 per cent below those recorded during the cor-

responding month a year ago. Placements were almost 17 per cent above those of the preceding month, but nearly 40 per cent fewer than in February, 1941. Comparatively heavy reductions in placements under the second comparison were reported in services and construction, minor gains only being shown in all other groups. The majority of placements recorded during the month were in the following industries: services 366; trade 83; manufacturing 49; logging 45 and construction 43. Placements in regular employment numbered 152 of men and 52 of women.

transportation 171. There were 979 men and 468 women placed in regular employment.

ONTARIO

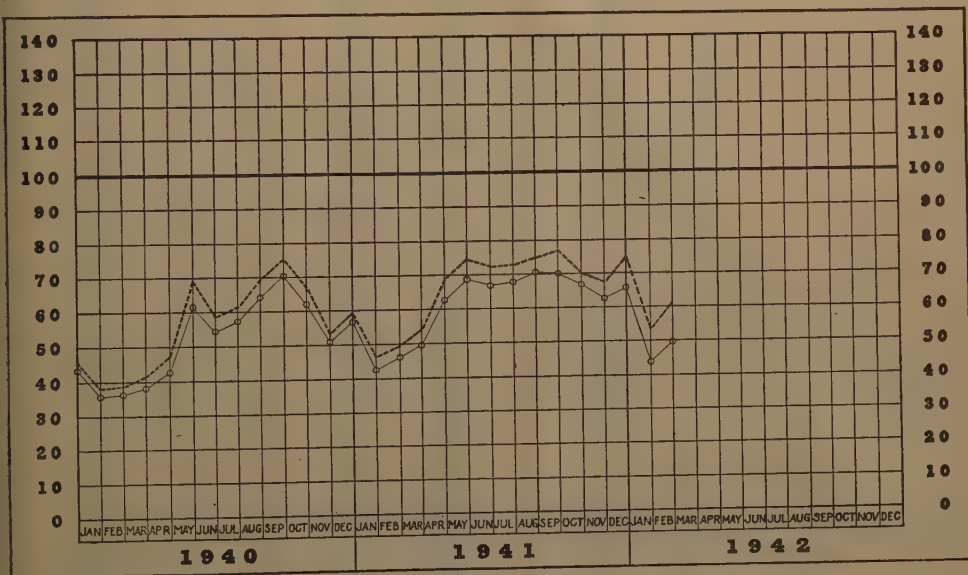
Orders listed at employment and claims offices in Ontario in February were only fractionally higher than during the preceding month and one per cent below those of February, 1941. Placements, too, were slightly above the number reported in January, but over 9 per cent fewer than in the corresponding period a year ago. A large decline in placements from February last year took place in construction and together with

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———

Vacancies - - - - -

Placements—o—o—o—o—o—o



QUEBEC

The demand for workers, as shown by orders listed at employment and claims offices in Quebec during February, was almost 36 per cent above that of the preceding month, but 67 per cent less than in February, 1941. Placements were 103 per cent above those of January, but over 80 per cent fewer than in the corresponding month a year ago. All industrial divisions, except transportation, showed declines in placements from February last year, the greatest reductions being reported in services, construction and logging, followed by a smaller loss in manufacturing. Groups in which most of the placements were effected were: services 718; manufacturing 497; construction 483 and

smaller losses in logging and agriculture accounted for the decrease in the province as a whole, although these losses were partly offset by a moderate gain in manufacturing and small advances in services, transportation and trade. Placements by industrial divisions included: services 3,705; manufacturing 2,666; construction 1,385; logging 892; trade 551; transportation 309 and agriculture 192. Regular placements numbered 4,738 of men and 1,616 of women.

MANITOBA

During February, vacancies offered through employment and claims offices in Manitoba were over 26 per cent fewer than in January, but nearly 32 per cent in excess of Feb-

REPORT OF EMPLOYMENT AND CLAIMS OFFICES FOR THE MONTH OF FEBRUARY, 1942

Offices	Vacancies		Applicants				Un- placed end of period	Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed			
					Regular	Casual		
Prince Edward Island	12	6	80	12	9	2	79	
Charlottetown	12	6	80	12	9	2	79	
Nova Scotia	3,255	155	3,535	3,095	1,753	1,339	798	75
Amherst	52	0	63	52	4	48	17	
Halifax	1,263	73	1,413	1,197	377	819	322	17
Kentville	78	57	83	58	56	2	55	
New Glasgow	1,130	12	1,073	1,068	795	273	64	31
Sydney	624	5	790	622	429	191	246	14
Truro	14	8	10	4	4	0	6	
Yarmouth	94	0	98	94	88	6	88	
New Brunswick	726	92	1,207	633	204	424	675	23
Campbellton	7	4	46	3	0	3	43	
Chatham	104	0	105	104	27	77	34	13
Edmundston	7	3	71	4	4	0	67	
Moncton	290	54	560	255	73	177	351	19
Saint John	318	31	425	267	100	167	180	3
Quebec	3,889	1,855	8,665	2,719	1,447	570	7,395	6,391
Chicoutimi	392	282	362	318	240	5	193	43
Drummondville	67	30	214	53	41	0	165	
Granby	84	46	134	74	49	0	160	
Hull	28	22	246	14	15	0	264	703
Joliette	0	0	17	0	0	0	16	
Lachine	47	0	96	47	0	47	36	
Levis	5	0	60	5	1	4	85	50
Matane	60	30	67	52	48	1	43	262
Montreal	1,789	985	3,743	908	279	260	3,382	2,136
Quebec	245	163	1,557	185	111	22	1,593	1,231
Rouyn	127	45	171	76	66	10	97	283
St. Jean	64	14	236	36	19	0	128	
St. Jerome	39	35	18	6	6	0	8	
Shawinigan Falls	124	18	553	121	121	0	432	
Sherbrooke	469	66	557	504	198	202	265	246
Sorel	5	0	13	5	2	3	8	
Thetford Mines	202	87	193	197	158	0	145	144
Three Rivers	70	0	197	76	60	16	175	929
Val d'Or	13	2	26	12	12	0	20	407
Valleyfield	20	3	60	16	16	0	45	
Verdun	39	27	145	14	5	0	135	75
Ontario	11,298	3,191	17,568	10,587	6,354	3,481	12,497	6,610
Barrie	207	72	106	106	88	8	25	228
Bellefleur	106	0	221	106	78	28	233	123
Brantford	209	18	310	264	151	55	212	111
Brookville	132	0	198	145	127	18	33	
Chatham	111	34	135	87	65	22	164	95
Cornwall	61	12	123	53	47	3	106	
Fort Frances	21	16	19	8	7	0	19	
Fort William	190	40	380	180	127	44	165	248
Galt	156	12	179	217	136	11	34	84
Guelph	207	82	311	214	168	0	322	53
Hamilton	1,296	277	1,693	1,080	457	610	1,197	407
Kenora	13	3	56	16	9	7	63	39
Kingston	494	48	531	426	396	30	210	72
Kitchener	440	2	473	445	313	133	125	91
Lindsay	123	0	138	120	84	35	147	96
London	545	197	905	489	156	224	707	205
New Toronto	166	61	174	98	51	47	137	102
Niagara Falls	281	60	318	228	147	58	358	377
North Bay	230	107	257	197	153	39	174	122
Orillia	63	84	68	67	47	2	111	
Oshawa	533	110	648	352	179	173	266	117
Ottawa	691	200	917	419	185	204	694	507
Owen Sound	59	0	143	146	122	24	114	44
Pembroke	197	0	382	197	184	13	228	218
Peterborough	198	176	305	187	156	30	485	99
Port Arthur	484	19	690	547	542	5	108	423
St. Catharines	528	62	638	644	240	213	431	206
St. Thomas	120	43	138	109	64	33	74	75
Sarnia	147	22	249	136	73	63	269	106
Sault Ste. Marie	227	76	225	158	116	24	111	72
Simcoe	74	32	88	59	60	9	63	34
Stratford	119	91	205	167	114	31	99	95
Sudbury	190	59	246	179	146	22	111	254
Timmins	366	889	547	307	234	73	362	504
Toronto	1,651	20	3,840	1,683	619	1,064	3,124	869
Welland	109	89	240	134	107	5	244	150
Windsor	451	160	1,226	422	251	91	1,030	257
Woodstock	194	18	246	195	165	30	142	127
Manitoba	2,363	618	4,562	2,135	1,417	549	3,655	1,472
Brandon	207	41	266	173	112	58	254	87
Dauphin	102	21	83	74	55	19	47	187
Flin Flon	11	6	16	6	4	0	16	
Portage la Prairie	50	23	71	26	24	1	51	39
Winnipeg	1,993	527	4,066	1,857	1,222	471	3,287	1,159

REPORT OF EMPLOYMENT AND CLAIMS OFFICES FOR THE MONTH OF FEBRUARY, 1942—Cont.

Offices	Vacancies		Applicants				Un- placed end of period	Regular place- ments same period 1941
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placed			
					Regular	Casual		
Saskatchewan	915	361	1,783	896	450	304	1,583	577
Estevan.....	0	40	4	1	1	0	30	7
Moose Jaw.....	171	23	283	173	97	30	147	93
North Battleford.....	22	13	27	12	6	2	40	11
Prince Albert.....	137	103	191	150	63	59	89	48
Regina.....	205	12	561	201	97	104	537	155
Saskatoon.....	186	101	482	117	63	54	467	134
Swift Current.....	37	36	31	26	10	16	190	25
Weyburn.....	87	12	78	83	56	22	5	50
Yorkton.....	70	21	126	133	57	17	78	54
Alberta	1,661	191	2,473	1,749	1,207	247	1,686	1,507
Calgary.....	863	114	1,269	923	549	161	982	436
Drumheller.....	3	0	12	5	5	0	19	6
Edmonton.....	590	36	893	608	535	63	438	929
Lethbridge.....	122	37	183	98	58	8	154	54
Medicine Hat.....	83	4	116	115	60	15	93	82
British Columbia	3,427	565	5,262	2,899	1,906	747	3,843	1,288
Kamloops.....	65	0	104	65	53	12	57	37
Kelowna.....	15	7	38	40	9	0	60	.....
Nanaimo.....	259	1	268	249	236	11	123	268
Nelson.....	23	14	46	10	7	4	62	4
New Westminster.....	139	51	257	133	64	33	332	55
Prince Rupert.....	392	11	388	340	312	13	76	81
Vancouver.....	1,574	456	2,973	1,251	706	382	2,650	411
Victoria.....	960	25	1,198	811	519	292	483	432
Canada	27,546	7,934	45,075	24,725	14,747	7,663	32,211	20,157
Men.....	17,296	4,491	31,897	15,660	11,436	3,187	24,159	15,249
Women.....	10,250	2,543	13,178	9,065	3,311	4,476	8,052	4,908

* 814 Placements effected by offices now closed.

ruary, 1941. Placements declined almost 22 per cent from January, but increased nearly 3 per cent over the corresponding month a year ago. When a comparison of placements by industries was made with February last year, gains were reported in logging and manufacturing, but these were more than offset by declines in construction and agriculture. Small changes only were reported in all other groups. Industries in which employment was found for more than 100 workers included: services 672; logging 612 and manufacturing 341. During the month 1,178 men and 239 women were placed in regular employment.

SASKATCHEWAN

Employment opportunities, as indicated by orders received in Saskatchewan during February, were nearly 29 per cent less numerous than in the preceding month and almost 11 per cent below those of the corresponding period a year ago. There was a decline in placements of nearly 33 per cent when compared with January and of 18 per cent in comparison with those of February, 1941. Moderate decreases in placements from the corresponding month last year were reported in services and agriculture and a small gain in logging. Changes in other groups were negligible. The majority of placements during the month were recorded in services and numbered 465. Placements in regular employment numbered 258 of men and 192 of women.

ALBERTA

Employment and claims offices in Alberta were notified in February of nearly 16 per cent fewer vacancies than in January and almost 9 per cent fewer than in February, 1941. Placements also recorded a loss of 14 per cent from the preceding month and of 15 per cent from the corresponding period last year. Reduced placements in logging, agriculture, services and manufacturing accounted for the decline from February, 1941, although a fair gain was shown in construction, as well as small increases in mining and trade. Placements by industrial groups included: services 461; logging 393; construction 257 and agriculture 152. There were 1,002 men and 205 women placed in regular employment.

BRITISH COLUMBIA

Opportunities for employment, as shown by calls received at Employment and Claims Offices in British Columbia during February, were over 24 per cent above those of January, 1942, and nearly 26 per cent more numerous than the number reported in February, 1941. Placements showed an increase of 11 per cent over the previous month, but a decrease of nearly 2 per cent when compared with those of February a year ago. The reduction in placements from the corresponding month of 1941 was greatest in construction and services, with a minor loss

also being shown in agriculture. Improvement, however, was noted in manufacturing, logging and trade, although none of these gains was outstanding. Industrial groups in which the majority of placements were made were:—services 974; manufacturing 601; construction 553 and logging 277. During the month 1,529 men and 377 women were placed in regular employment.

Movement of Labour

During the month of February, 1942, the offices of the Unemployment Insurance Commission effected 14,747 placements in regular employment, 1,476 of which were of persons to whom was granted the reduced transportation rate, 616 proceeding to centres within the same province as the despatching office and 860 to other provinces. The rate given, which is 2.5 cents per mile for coach tickets, tax extra, where the fare is at least \$4, is granted by the railway companies to bona fide applicants at the employment offices who may desire to travel to distant employment for which no workers are available locally.

In Quebec province during February, Rouyn despatched one bushman and one handyman to Val d'Or. In Ontario, transfers at the reduced rate were 417 in number, all provincial, the majority of these workers being transferred by the Port Arthur office to points within its own territory and consisting of 196 bushmen, 47 teamsters, 23 carpenters, 12 cooks, 10 cookees, 5 sawmill labourers, 4 drillers, 2 bakers, 2 blacksmiths, 2 handymen, 2 machine men, 2 mechanics, one camp clerk, one foreman, one mucker, one pipe fitter, one powder man, one steam fitter and 36 labourers for the Hydro Electric. Fort William and Sudbury, together, also directed 59 persons to localities within their own zones, the former sending 34 bushmen, 6 teamsters, one blacksmith, and one cookee and the latter 11 bushmen, 3 cookees, 2 sawmill hands and one truck driver. In addition, North Bay sent to Sudbury 2 mill hands; to Sault Ste. Marie, 2 bricklayers and to Timmins, one cook, while Sudbury forwarded to Hamilton 3 trainees and Windsor sent to Barrie one steamfitter. The labour movement in Manitoba consisted of the despatch of 10 men

provincially and 684 interprovincially. Of the first named, two labourers and one bushman journeyed from Dauphin to points within its own territory and 4 miners, 2 farm hands and one bushman from Winnipeg to centres covered by the Winnipeg office. The entire interprovincial transferral of men also emanated from Winnipeg and was as follows:—To Fort William, one bushman; to Kenora, one cook; to Port Arthur, 488 bushmen, 29 cookees, 28 carpenters, 17 miners, 17 teamsters, 13 cooks, 11 truck drivers, 4 mechanics, 3 pipe fitters, 2 foremen, 2 engineers, 2 dragline operators, one powder man, one oiler, one fireman, one machine helper, one mucker, one shovel operator and 47 labourers for the Hydro Electric; to Prince Albert, one cookee and to Yorkton, 10 bushmen and 2 cookees. In Saskatchewan, 136 transfers were issued, all for bushmen travelling to centres outside the province, 7 going from Saskatoon to Dauphin, 6 from Saskatoon to Sault Ste. Marie and 123 from Regina to Port Arthur. Alberta certificates numbered 226, of which 186 were provincial and 40 interprovincial. For the former the despatching office was Edmonton, the destination, areas within its own territory, the occupations of those thus benefiting by the reduced rate, 122 bushmen, 19 miners, 8 mill hands, 5 cookees, 4 teamsters, 4 muckers, 3 cooks, 2 swampers, 2 welders, 2 flunkies, 2 labourers (oil refinery) one watchman, one chokerman, one machinist, one diesel engineer, one waitress, one stock keeper, one skinner (oil refinery) and 5 mine labourers. Edmonton also forwarded to Prince Rupert 22 bushmen, 3 chokermen, 3 lumber handlers, 3 swampers, one cook, one teamster and one mill hand and Calgary directed to Victoria 4 riveters, one holder-on (ship industry) and one sheet metal improver. Taking advantage of the reduced rate in British Columbia was one man bound for Kamloops from Vancouver for employment in the logging industry.

Of the 1,476 workers who profited by the reduced transportation rate during February, 1,223 were conveyed by the Canadian National Railways, 252 by the Canadian Pacific Railway and one by the Temiskaming and Northern Ontario Railway.

Employment Conditions at the End of March

Placement activities as reported by Employment and Claims Offices during the month of February, 1942, together with statistical summaries for that period, are covered by an earlier section of this report. Later reports received from Offices indicate that conditions at the end of March were as follows:—

In the Maritime Provinces, farmers were preparing for spring ploughing and seeding

but weather and road conditions restricted activity. At lobster fishing centres, fishermen were preparing for seasonal operations. In most areas, logging operations were practically completed and men were reported as leaving the woods to secure work on farms, although the spring river drive had not opened. Coal mining continued steady, and in manufacturing plants a high level of activity was maintained,

while sawmills reported a heavy cut of lumber. Construction projects progressed favourably but little new work was begun, some slackening in activity being caused by weather conditions and shortage of materials. Passenger and freight traffic by rail continued to be heavy, while freight by motor truck increased, where road conditions were favourable. Water transportation was active, coastal transportation being normal, but lack of bottoms interfered considerably with export trade. There was a definite shortage of household workers. Casual workers were being accepted in lieu of permanent workers.

There was a light demand for farm hands in Quebec, while the making of maple sugar and syrup had reached the seasonal peak. Logging activities showed a decrease, with men leaving the woods to go to farming districts, and river driving operations had not yet begun. Asbestos mines were operating twenty-four hours per day, with a shortage of labour becoming apparent. Almost all manufacturing plants were working at full capacity, and more women were being employed. Tool makers, first class machinists, mechanics, millwrights and electricians were in demand. One rubber factory was operating at not more than 50 per cent capacity, and in the aluminum industry a shortage of workers was reported as many former employees had left for farm areas. Apart from several large projects, activity in construction was rather restricted and employment conditions somewhat dull. There was a definite shortage of experienced household workers.

There was an increased demand for experienced farm hands in Ontario, with a decided shortage of workers. Wages offered were from \$35.00 to \$50.00 a month and board for experienced men. There was a general deduction in logging operations, many camps being closed and crews disbanded although several companies in the northwestern area were continuing operations as long as possible and cutting of pulpwood was continuing. River driving had not commenced. In northern Ontario, many gold miners were registered for employment. Manufacturing firms were, in general, very active, many plants operating twenty-four hours per day. Some rubber companies, however, had ceased or had cut production in many lines. The demand for tool makers, first class machinists, centre floor moulders and core makers exceeded the supply but unskilled workers were being absorbed for training purposes, as the shortage of semi-skilled labour became more apparent. Some lay-offs occurred, occasioned by adjustment from non-essential to essential production, although more women were being employed. There was regional variation in

conditions in construction, a number of areas reporting more activity and some seasonal expansion but, in general, conditions were rather dull and many building tradesmen, especially carpenters and bricklayers, were registered for employment. The scarcity of domestic workers became more accentuated. In many cases, casual workers were accepted in lieu of permanent workers.

In the Prairie Provinces, there was an increased demand for farm workers and many orders were unfilled. There was difficulty in measuring accurately the demand and supply, as many farmers were not placing orders until actual spring operations commenced, and also due to the fact that the migration of workers from the woods to farming areas was in process. A number of logging camps had been broken up but some companies were still continuing operations and were experiencing some difficulty in obtaining a sufficient number of experienced workers. Coal mining was less active, a number of men working part-time only and a heavy lay-off was expected daily. Manufacturing continued steady, with a sufficient number of workers to meet the demand. There was little activity in the construction industry. No new projects were begun and weather conditions retarded the initiation of work on repair and maintenance jobs. A slight improvement in retail trade was indicated. Clothing merchants were busy but implement firms reported that, owing to the impossibility of obtaining tractors and tillers, spring sales would be considerably below average. There was a decided shortage of domestics and housekeepers, for homes in rural areas, and many orders for domestics in city homes remained unfilled.

Applicants for farm work in British Columbia were scarce and a marked shortage of experienced workers was becoming increasingly apparent. A few small outfits had closed down logging operations and, in some areas, road conditions made hauling difficult. In general, however, the industry continued to be active and some demand was registered for experienced loggers. Some bushmen were reported as having left the woods, seeking employment in the shipyards. There was a slight decrease in coal mining but it is expected the demand for coal miners will increase when firms now burning oil for heating purposes change over to coal burning. Gold mining was fairly active, there being some need for hard rock miners. There was also a number of unfilled orders for miners and muckers at copper mines. Manufacturing plants, in general, were busy. Sawmills were fairly active, a shortage of logs or a shortage of workers restricting operations, in a few cases. Japanese were being replaced by white

workers. Shipyards reported re-arrangement of working forces and that they expected to be working twenty-four hours a day, seven days a week early in April; skilled, semi-skilled and unskilled shipyard workers were needed. There was a considerable demand

for building tradesmen and construction labourers, although some temporary lay-offs of carpenters were reported, owing to delay in delivering materials. Longshoring was more active. There was a marked shortage of experienced household workers.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Value of Building Permits

IN view of the transference of the functions of the Employment Service of Canada to the Unemployment Insurance Commission, information formerly presented in this article concerning applications, vacancies and placements made by the offices of the Employment Service will now be found in the preceding article entitled "Activities of Unemployment Insurance Commission," under the heading "Report of Employment and Claims Offices for February, 1942." In this section information is given concerning the number of applications for work, existing vacancies and the number of placements made through the Employment and Claims Offices of the Unemployment Insurance Commission. The latest available information concerning the employment situation in Canada is also given in another section, under the heading "Employment conditions at the end of March."

The accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting

and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting February 1, was 12,891, the employees on their payrolls numbering 1,653,942, compared with 1,658,681 (revised) in the preceding month.

The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for February was 2,114, having an aggregate membership of 324,748 persons, 4.0 per cent of whom were without employment on March 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Recorded in the concluding section of this article and indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

The Employment Situation at the Beginning of February, 1942, as Reported by Employers

There was a further slight decline in industrial employment at February 1, when the 12,891 establishments furnishing information to the Dominion Bureau of Statistics reported a staff of 1,653,942, compared with 1,658,681 at the beginning of January. This reduction of 4,739 persons, or 0.3 per cent, lowered the crude index from 165.8 at January 1, to 165.4 at February 1; it was then higher by 22 per cent than the February 1, 1941, index of 135.2, previously the highest for that date in the period since 1920.

Although the trend at February 1 has been downward in three of the last five years, employment has, on the average, shown a small advance at midwinter in the last twenty-one

years. There was accordingly a slight falling-off in the seasonally adjusted index for February 1, 1942, which stood at 171.8, compared with 172.3 at January 1; these two are the highest in the record. The fractional decline at the latest date is the first to be recorded since March, 1940, and the second since the outbreak of war.

The reduction at the beginning of February took place wholly in the non-manufacturing industries, factory employment showing important expansion. In the former class, only logging and railway construction and maintenance reported increased activity. There were moderate losses in mining, building, communications and services, together with large con-

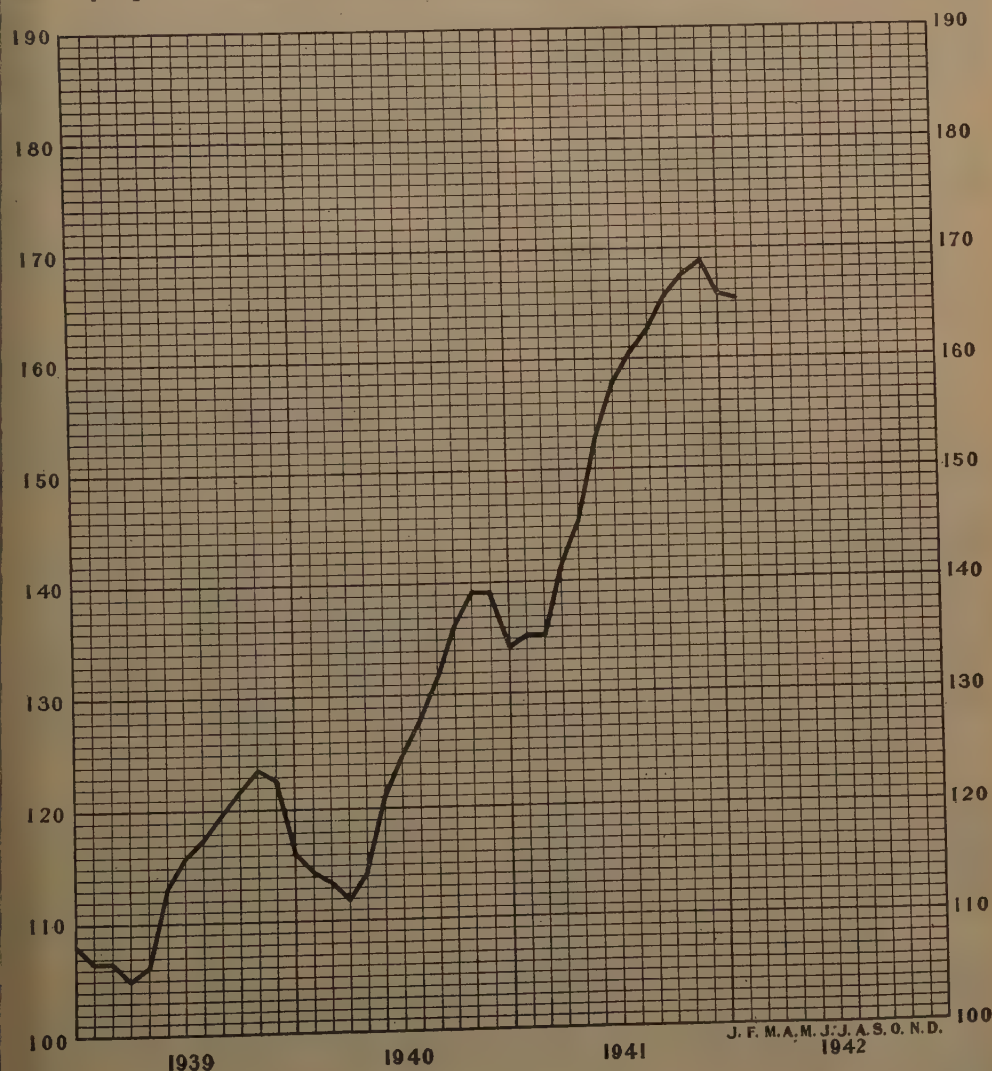
reactions in transportation, highway work and trade. In many cases, the curtailment was seasonal in character.

Following the slowing down over the holidays, the upward trend was resumed in manufacturing, in which the reported increase in the

paradoxically a fractional decline in the seasonally-corrected index at February 1, the first indicated since April 1, 1940. The latest adjusted figure in manufacturing was 198.4, compared with 199.6 at January 1, 1942. These two, with that of 190.6 at December 1, 1941, are

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



number of employees was approximately three times as great as the number laid off in the curtailment indicated at January 1. Ordinarily, the recovery at the beginning of February results in the reinstatement of little more than half the number released in the preceding month. In spite of this situation, there was

the highest in the record. The crude index, at 191.2 at February 1, was the maximum to date; it was nearly 30 per cent above the February 1, 1941, figure of 147.4.

There was further important expansion in iron and steel plants, the co-operating establishments reporting an increase of some 13,600

in their personnel. Textile, chemical, tobacco, electrical apparatus, non-ferrous metal and many other lines also showed decided gains. On the other hand, there were losses in rubber, food and beverage factories, those in the last two classes being seasonal in character.

For February 1, 1941, 12,467 establishments had furnished employment returns showing an aggregate working force of 1,326,092 persons. Based upon the 1926 average as 100, the unadjusted index numbers of employment in the eight leading industries at the beginning of February in recent years are as follows: 1942, 165.4; 1941, 135.2; 1940, 114.4; 1939, 106.5; 1938, 110.4; 1937, 104.1 and 1936, 98.4

The Course of Wartime Employment

As stated in the last report on employment and earnings, the value of the recently-given discussions of the changes in employment since

the outbreak of war has largely been vitiated by the seasonal movements in industry from the early autumn to the winter; while activity customarily reaches its maximum about September 1 or October 1, the contractions in succeeding weeks ordinarily reduce employment in the first quarter of the year to its lowest point. In view of these facts, the present comparison of the situation existing at February 1, 1942, with that at September 1, 1939, is greatly abbreviated.

In the first twenty-nine months of the war employment generally in the Dominion has shown impressive expansion; the interruptions in the generally upward movement have been wholly due to seasonal contractions in the industries particularly subject to such influences. Despite recent seasonal losses in a number of industries, the general index at February 1, 1941, was higher by 38.3 per cent than at

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at Feb. 1 and at Jan. 1, 1942, by Establishments furnishing Statistics, and
Weekly Earnings of these Employees as Paid on or about Feb. 1 and Jan. 1.

(Preliminary figures.)

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings Paid on or about		Average Per Capita Weekly Earnings Paid on or about	
	Feb. 1	Jan. 1	Feb. 1	Jan. 1	Feb. 1	Jan. 1
(a) Provinces						
Maritime Provinces	133,762	137,595	3,232,985	3,056,001	24.17	22.21
Prince Edward Island	2,235	2,310	45,066	46,143	20.6	19.98
Nova Scotia	81,629	82,507	2,006,276	1,832,244	24.58	22.21
New Brunswick	49,898	52,778	1,181,643	1,177,614	23.68	22.31
Quebec	515,561	510,618*	13,141,793	12,347,252*	25.49	24.16
Ontario	703,213	700,934*	20,634,083	19,290,864*	29.24	27.39*
Prairie Provinces	171,507	177,761	4,873,880	5,017,844	28.42	28.23
Manitoba	80,885	83,421	2,294,458	2,347,654	28.37	28.14
Saskatchewan	30,425	33,104	833,614	904,793	27.40	27.33
Alberta	60,197	61,236	1,745,808	1,765,397	29.00	28.83
British Columbia	129,899	131,773	3,863,449	3,719,234	29.74	28.72*
Canada	1,653,942	1,658,681*	45,746,190	43,341,195*	27.66	26.13*
(b) Cities						
Montreal	235,441	237,249*	6,290,943	5,921,912*	26.72	24.96*
Quebec City	27,243	27,242	609,068	559,405	22.36	20.53
Toronto	219,648	216,785	6,372,284	5,811,265	29.01	26.81
Ottawa	22,500	22,387	554,826	521,655	24.66	23.30
Hamilton	59,167	58,267	1,810,838	1,671,197	30.61	28.68
Windsor	34,195	33,849	1,353,151	1,173,882	39.57	34.68
Winnipeg	52,765	54,357*	1,411,277	1,408,218*	26.75	25.91
Vancouver	59,761	58,737	1,736,058	1,534,605	29.05	26.13
(c) Industries						
Manufacturing	994,932	973,600*	28,237,597	25,629,995*	28.39	26.32*
Durable Goods ¹	510,612	495,063*	15,968,903	14,240,029*	31.25	28.76*
Non-durable Goods	466,528	460,443*	11,667,117	10,808,329*	25.01	23.47*
Electric Light and Power	17,792	18,094	611,577	581,637	34.37	32.15
Logging	79,272	76,699*	1,390,465	1,362,548*	17.54	17.76*
Mining	82,632	83,092*	2,985,645	2,672,321*	36.13	32.16*
Communications	26,763	26,928	737,231	756,162	27.55	28.08
Transportation	123,782	127,359*	4,285,439	4,523,484	34.62	35.52*
Construction and Maintenance	148,439	156,669	3,683,573	3,708,116	24.82	23.67
Services	37,217	37,429	627,995	626,350	16.87	16.73
Trade	160,905	176,905	3,798,245	4,062,219	23.61	22.96
Eight Leading Industries	1,653,942	1,658,681*	45,746,190	43,341,195*	27.66	26.13*

¹ This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

* Revised.

September 1, 1939. The importance of this gain is emphasized by comparison with that of about 1½ per cent in the five years ending in 1939, while in the period from 1921 to 1939, the index rose only by approximately 28 per cent.

Employment in manufacturing during the war period has, for obvious reasons, shown a considerably greater advance than most other industries. From September 1, 1939, to February 1, 1942, the index number of employment in factories rose by 65.8 per cent, while the gain in the non-manufacturing classes was 10½ per cent despite seasonal curtailment in some branches, notably in construction.

Within the manufacturing division, the growth in the durable goods industries has been outstandingly large; the index number in this class has advanced from 100.4 at September 1, 1939, to 219.9 at February 1, or by 119 per cent. The number of persons employed in this category constituted over 52 per cent of all those reported in manufacturing at February 1, 1942, a proportion greatly in excess of that of 40 per cent engaged in the durable goods industries at the outbreak of hostilities.

The production of non-durable goods has also afforded substantially more employment during the war, the index rising from 126.6 at September 1, 1939, to 169.3 at February 1, 1942. This was a gain of 33.7 per cent. Activity in these industries is usually relatively quiet during the winter, owing to seasonal slackening in some classes, notably the food

group. In spite of this factor (which also operates in the case of many lines in the durable goods division), employment in the large majority of manufacturing industries was considerably more active at the latest date than it was at September 1, 1939.

The non-manufacturing industries have also shown important advances in the first twenty-nine months of war, although these are on a smaller scale than those in manufacturing. In these divisions, the comparison between the situation at the outbreak of war and that at the beginning of February is also greatly complicated by seasonal movements in industry. This factor partly accounts for the particularly large gains shown in logging, as well as for the substantial decline in construction at February 1, 1942, as compared with September 1, 1939. In logging, employment in the twenty-nine months has increased by some 343 per cent; in mining, by 5.2 per cent, in communications, by 14.8 per cent, in transportation, by 9.1 per cent, in services, by 10.1 per cent and in trade, by 16.2 per cent, while the reduction in construction amounted to 22.4 per cent.

Statistics of Earnings

The results of the eleventh tabulation of statistics of weekly earnings as reported by establishments ordinarily employing 15 persons and over, are contained in the present report. The figures are preliminary.

At the first of February, the sum of \$45,746,-190 was distributed to the 1,653,942 persons on

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1927.....	96.6	98.3	.....	.....	.....	95.3	98.3	96.4	.....	.....	.....	90.8
Feb. 1, 1928.....	102.0	97.0	.....	.....	.....	101.6	104.9	103.2	.....	.....	.....	93.5
Feb. 1, 1929.....	110.5	104.6	.....	.....	.....	105.9	117.0	113.1	.....	.....	.....	96.4
Feb. 1, 1930.....	111.6	112.1	.....	.....	.....	108.2	117.1	109.8	.....	.....	.....	99.9
Feb. 1, 1931.....	100.7	110.6	.....	.....	.....	98.8	101.7	101.0	.....	.....	.....	93.8
Feb. 1, 1932.....	89.7	99.9	.....	.....	.....	85.9	92.7	91.3	.....	.....	.....	77.5
Feb. 1, 1933.....	77.0	76.5	.....	.....	.....	75.7	78.9	80.4	.....	.....	.....	68.0
Feb. 1, 1934.....	91.4	101.3	.....	.....	.....	88.5	95.3	84.7	.....	.....	.....	84.1
Feb. 1, 1935.....	94.6	100.1	.....	.....	.....	89.5	100.2	89.2	.....	.....	.....	89.6
Feb. 1, 1936.....	98.4	102.2	.....	.....	.....	95.2	102.4	93.7	.....	.....	.....	94.1
Feb. 1, 1937.....	104.1	107.5	.....	.....	.....	106.7	108.4	91.4	.....	.....	.....	91.3
Feb. 1, 1938.....	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939.....	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.0	96.2
Feb. 1, 1940.....	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	109.6	100.0
Feb. 1, 1941.....	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	162.2	175.0	172.7*	131.4	127.2	119.6	145.7	142.6*
Feb. 1, 1942.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Relative weight of Employment by Provinces and Economic Areas as at Feb. 1, 1942.	100.0	8.1	0.1	5.0	3.0	31.2	42.5	10.4	4.9	1.8	3.7	7.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

* Revised.

the staffs of the 12,891 establishments furnishing data; at January 1, these employers had reported 1,658,681 employees, whose earnings in the week preceding aggregated \$43,341,195. A decline of 0.3 per cent in the personnel was thus accompanied by an increase of \$2,404,995, or 5½ per cent, in the weekly payroll. The per capita weekly average, at \$27.66, was higher by \$1.53 than that indicated in the preceding

report, when the observance of the Christmas and New Year holidays had lowered the earnings of a great many individuals. The latest average was the largest in the relatively short period of observation; the previous high figure was that of \$27.32 reported at December 1.

In the last bulletin on employment and pay-rolls, the earnings of the 1,657,990 employees of the 12,833 establishments whose returns were

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	Relative Weight	Feb. 1 1942	Jan. 1 1942	Feb. 1 1941
Manufacturing	60.2	191.2	187.1*	147.4
Animal products—edible.....	1.9	162.5	167.4*	159.7
Fur and products.....	0.2	112.7	118.6	112.2
Leather and products.....	1.8	141.0	140.0	122.5
Boots and shoes.....	1.1	132.6	131.5	119.3
Lumber products.....	3.5	107.4	107.3	92.8
Rough and dressed lumber.....	2.0	93.9	93.6	81.6
Furniture.....	0.6	114.7	118.0	105.2
Other lumber products.....	0.9	151.0	150.8	122.1
Musical instruments.....	0.1	85.4	87.0*	72.2
Plant products—edible.....	2.8	143.5	146.3	122.7
Pulp and paper products.....	5.0	133.0	132.7	117.5
Pulp and paper.....	2.2	121.8	121.8	107.5
Paper products.....	0.9	189.7	187.9	149.2
Printing and publishing.....	1.9	128.2	128.1	119.6
Rubber products.....	1.0	131.9	138.9	121.6
Textile products.....	8.8	165.6	161.8	150.5
Thread, yarn and cloth.....	3.3	176.1	174.6	163.5
Cotton yarn and cloth.....	1.6	129.3	127.5	123.7
Woolen yarn and cloth.....	0.8	201.4	198.4	177.0
Artificial silk and silk goods.....	0.7	577.3	580.3	552.6
Hosiery and knit goods.....	1.4	145.6	144.3	136.8
Garments and personal furnishings.....	3.0	164.5	157.1	145.0
Other textile products.....	1.1	170.2	165.4	150.1
Tobacco.....	0.9	185.0	163.4*	168.8
Beverages.....	0.7	218.7	231.0	186.7
Chemicals and allied products.....	3.5	468.4	447.5	252.7
Clay, glass and stone products.....	0.9	129.4	130.6*	106.5
Electric light and power.....	1.1	139.8	142.1	141.9
Electrical apparatus.....	2.0	236.8	227.0	182.2
Iron and steel products.....	21.5	262.1	252.1	170.4
Crude, rolled and forged products.....	1.9	242.2	240.3	189.6
Machinery (other than vehicles).....	1.6	246.8	244.6*	183.8
Agricultural implements.....	0.6	113.1	110.9	80.6
Land vehicles.....	8.3	218.0	213.5	154.2
Automobiles and parts.....	2.4	266.9	263.7	224.1
Steel shipbuilding and repairing.....	1.8	646.8	586.7	304.7
Heating appliances.....	0.3	158.6	155.1	145.5
Iron and steel fabrication (n.e.s.).....	1.0	270.6	261.9	204.3
Foundry and machine shop products.....	0.9	270.4	266.5	190.4
Other iron and steel products.....	5.1	401.6	370.8	190.7
Non-ferrous metal products.....	2.9	317.5	312.0*	228.1
Non-metallic mineral products.....	0.9	189.5	183.8	172.9
Miscellaneous.....	0.7	277.6	253.6*	156.3
Lodging	4.8	267.8	258.6*	265.8
Mining	5.9	176.8	177.8*	169.1
Coal.....	1.7	101.0	101.1	96.2
Metallic ores.....	2.7	356.4	356.2*	349.6
Non-metallic minerals (except coal).....	0.6	153.4	150.2	124.0
Communications	1.6	100.2	100.8	89.6
Telegraphs.....	0.4	117.3	116.8	99.9
Telephones.....	1.2	95.5	96.4	86.8
Transportation	7.5	98.2	101.1	89.4
Street railways and cartage.....	2.1	144.9	147.0	135.7
Steam railways.....	4.4	90.5	92.5	81.2
Shipping and stevedoring.....	1.0	75.3	82.1*	66.4
Construction and Maintenance	9.0	118.1	124.7	82.5
Building.....	3.8	145.2	147.8	108.3
Highway.....	3.1	131.9	157.9	77.6
Railway.....	2.1	78.3	72.0	59.4
Services	2.2	167.0	168.0	148.6
Hotels and restaurants.....	1.4	161.4	162.1	141.8
Personal (chiefly laundries).....	0.8	176.9	178.1	160.5
Trade	9.7	156.8	172.4	147.0
Retail.....	7.4	165.2	165.8	153.1
Wholesale.....	2.3	134.4	136.7	130.9
All Industries	100.0	165.4	165.8	135.2

* The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

then tabulated were given as \$43,314,727, paid on or about January 1 for services rendered in the last week in December. The per capita average based on these totals was \$26.12. The present report shows slight alterations in some of the figures previously issued, mainly as a result of the inclusion of late returns. The industrial reclassification of certain establishments resulted in some changes in the various industries, without affecting the Dominion, provincial or city totals.

Table I contains a summary of the statistics for the provinces, the eight leading cities, and the main industrial groups, while in Table III appear data for a comprehensive list of industries in the Dominion.

Pending the establishment of a more satisfactory basic period for an index number of payrolls, the statistics of earnings reported at June 1 as having been paid for services rendered in the last week in May have been revised to serve as a starting point from which may be measured the current changes in the purchasing power distributed in payrolls by the establishments co-operating in the current surveys of employment and earnings. The employees of such firms constitute a large proportion of the total working force engaged in industries other than agriculture in the Dominion. The presentation of the figures of earnings in the form of an index number gives a clearer picture of the situation than can be obtained from the use of the current aggregate or average per capita figures. The latter especially are very considerably affected by the dilution of labour which has been a marked feature of the situation in recent months.

The recent movements of employment and earnings in the eight leading industries as a whole and in manufacturing are shown for the Dominion in Table I; the index numbers of employment have been converted from their original base 1926=100 to June 1 1941, for comparison with the index numbers of payrolls.

The much greater growth in payrolls than in employees in recent months is clearly shown in this table; the disparity is particularly striking in view of the fact that during this period large numbers of inexperienced workers have been added to the working forces, presumably in most cases at beginners' rates. Among the reasons contributing to the generally pronounced gains in the payrolls may be mentioned the growing concentration of workers in the highly-paid heavy industries, the payment of cost-of-living allowances, in some cases at rising rates, and the extensive use of overtime work.

The almost uninterrupted increases in the average earnings result from the above factors; while the dilution of labour tends to lower the per capita figure, the fact that the recently reported seasonal losses in employment have affected chiefly casual workers and others whose rates of earnings are usually below average, has had an opposite effect, tending to raise the average. It is thus probable that seasonal movements are partly responsible for the recent changes in the statistics of earnings, although the fluctuations are also undoubtedly influenced by war-time conditions.

The preliminary index numbers of payrolls in manufacturing have generally shown greater advances than have been indicated in the non-manufacturing classes, despite the continued dilution of labour, which is particularly prevalent in the former industries. The slackening of operations over the holidays, however, affected the wages paid factory employees on or about January 1 to a rather greater extent than those of other classes; recovery from such losses, together with renewed expansion in employment in manufacturing, resulted in an increase at February 1 that exceeded the general gain in the non-manufacturing classes.

Earnings by Industries

Manufacturing.—The 994,932 persons employed at February 1 by the co-operating manufacturers throughout the Dominion were

Index Numbers of Employment and Weekly Earnings (June 1, 1941=100)

	All Industries			Manufacturing		
	Employ- ment	Aggregate Payrolls	Per Capita Earnings	Employ- ment	Aggregate Payrolls	Per Capita Earnings
1941						
June 1	100.0	100.0	25.25	100.0	100.0	25.57
July 1	102.9	103.9	25.49	102.6	103.6	25.82
Aug. 1	105.0	106.9	25.69	105.2	107.3	26.06
Sept. 1	106.4	109.8	26.04	108.0	110.8	26.22
Oct. 1	108.4	113.3	26.37	110.1	115.4	26.80
Nov. 1	109.6	117.3	27.02	111.6	120.4	27.59
Dec. 1	110.4	119.5	27.32	112.1	123.4	28.15
1942						
Jan. 1	108.4	112.3 ¹	26.13 ¹	111.3	114.6 ¹	26.32 ¹
Feb. 1	108.2	118.5	27.66	113.8	126.3	28.38

¹Revised.

paid \$28,237,597 for their services in the preceding week. The same firms had employed 973,600 (revised) persons at the beginning of January, when they had distributed the sum of \$25,629,995 (revised) in weekly earnings to their staffs. The increase of 2.2 per cent in the number of employees was accompanied by that of 10.2 per cent in the aggregate payrolls. The per capita weekly average accordingly also showed a large gain, rising from \$26.32 received on or about January 1, to \$28.38 at February 1. The latter is the highest per capita figure yet recorded in manufacturing as a whole.

A further important increase was indicated in the production of durable goods, in which the reported payrolls showed a proportionately larger gain, with the speeding up of operations following the holiday season. Employment in this class advanced by 3.2 per cent, while the weekly payrolls rose by 12.1 per cent since January 1. Where the index in the former has risen by 19.4 per cent since June 1, 1941, that of earnings has advanced by 35.5 per cent; this growth is partly due to overtime payments. In the non-durable products group, there was a gain of 1.3 per cent, while the earnings rose by 7.9 per cent. The index of employment in this class has risen by 9.2 per cent from June 1, 1941; the increase in the payrolls has amounted to 17.0 per cent.

The highest earnings in the manufacturing classes were again those reported in the miscellaneous non-metallic mineral products division, largely petroleum products; those in the iron and steel, pulp and paper, non-ferrous metal and beverage industries were also unusually high. These classes employ a large proportion of males, and require many highly skilled and experienced workers.

In general, the lowest per capita averages were reported in the tobacco, leather and textile groups, in which considerable numbers of women are employed; not only are the earnings in these categories affected by the sex distribution, but also by the age distribution of workers therein, since the female employees tend, in the main, to belong to the younger age groups. In considering the relative earnings, it must be noted that the existence or the absence of overtime work is also a factor, while the employment of any considerable number of casual workers greatly affects the per capita earnings in any industry.

Logging.—Employment in logging showed a further increase, amounting to 3.4 per cent, while the aggregate payrolls rose by 2 per cent. The disparity in these rates is partly due to the fact that those added to the working forces are taken on at the lower rates of pay. The per capita-weekly average showed a decline, falling from \$17.76 (revised) paid at January

1 for services in the last week in December, to \$17.54 paid at February 1. It must again be mentioned that the figures of payrolls given in this report make no allowance for the value of board and lodging, frequently a part of the remuneration of employees in logging camps.

Mining.—There was a reduction of 0.6 per cent in employment in mining, in which the reported earnings increased by 11.7 per cent, work having been resumed in a number of mines in which activity had slackened over the holidays. The statistics show that 82,632 persons were paid \$2,985,645 at February 1; this was a per capita figure of \$36.13. The pay envelope of the average employee at January 1 had contained \$32.16 (revised). The increase in aggregate earnings at February 1 took place mainly in coal-mining.

Communications.—In communications, there was a decline of 0.6 per cent in the number employed, and of 2.5 per cent in the weekly payroll. The average earnings paid at February 1 were \$27.55, compared with \$28.08 at January 1.

Transportation.—The transportation industries reported an aggregate working force of 123,782 men and women at February 1, when the weekly earnings distributed amounted to \$4,285,439. The former figure was lower by 2.8 per cent than that at January 1, while the earnings were lower by 5.3 per cent. There was accordingly a considerable decrease in the average earnings, which fell from \$35.52 (revised) at January 1, to \$34.62 at February 1.

Construction.—Further seasonal losses were indicated in construction, in which the personnel declined by 5.3 per cent, and the aggregate payrolls by 0.7 per cent. There were reductions in employment in building and highway construction and maintenance. The payrolls reported in the former were higher, with the resumption of work after the holidays, while those in highway work were lower. On the other hand, railway maintenance afforded more employment, and the wage payments were also higher. As a result of these varying movements in the different divisions of construction, the per capita earnings in the industry as a whole showed a considerable gain, rising from \$23.67 at January 1 to \$24.82 at February 1; the resumption of full-time work in many undertakings following the holiday season also contributed to the increase in the average.

Services.—The service establishments furnishing returns employed slightly smaller staffs, but the reported payrolls were rather higher. The average earnings were therefore somewhat higher, being \$16.87 at February 1, as compared with \$16.73 at January 1. These averages are lower than in any other industrial group, partly

because of considerable proportions of female and part-time workers, and partly because the earnings quoted exclude the value of board and lodging, in many cases a part of the remuneration of employees in hotels and restaurants. This group accounts for some 61 per cent of those in the service industry.

Trade.—There was a seasonal decline of 9 per cent in the employees reported in trade, in which the aggregate payrolls distributed were lower by 6½ per cent. The lay-off of considerable number of part-time workers employed during the holiday season largely accounted for the disparity in these percentages. The per capita earnings were decidedly higher, rising from \$22.96 at January 1, to \$23.61 at February 1.

Finance.—In the financial group, 62,727 men and women were reported to have been paid \$1,868,460 at February 1, a per capita weekly average of \$29.79. In the last return, their employees had aggregated 62,632, whose earnings were given as \$1,870,457, an average of \$29.86 per employee. The inclusion of the data for financial organizations raised the general per capita figure of earnings in the Dominion to \$26.27 at January 1, and to \$27.79 at February 1. Without the statistics for the financial group, the weekly average at the former date was \$26.13 and at the latter, \$27.66.

Earnings by Provinces

All provinces except Quebec and Ontario reported lessened employment at February 1; the aggregate weekly payrolls disbursed by the co-operating firms at that date were also lower in Prince Edward Island and the three prairie provinces, but elsewhere exceeded those paid at January 1. The gain in the amounts distributed in earnings in the Maritime Provinces was 5.8 per cent; in Quebec, 6.4 per cent; in Ontario, 7.5 per cent and in British Columbia, 3.9 per cent. In the prairie area, there was a decline of 2.9 per cent in the payrolls paid at February 1 as compared with January 1.

The average weekly earnings in all five economic areas were higher than in any preceding period for which data are available. This partly results from intensified activity in manufacturing, with extensive overtime work and the growing concentration of employment in the heavy industries; the fact that many of those laid off at February 1 were seasonal or casual employees, with earnings generally below the average, also contributed to the gain in the average.

Preliminary data on employment and earnings for a number of industries in each of the economic areas are given in Table 1. Manufacturing generally reported a higher level of employment and earnings at February 1 than at January 1, the increases in the latter being

proportionately greater, with the result that the per capita averages were also higher. The trends of earnings in the non-manufacturing classes were mixed, but the number of employees and the aggregate payrolls distributed at February 1 in the majority of such industries were smaller. However, the per capita earnings in most cases were higher than in the preceding period of observation, the percentage losses in employment usually exceeding those in the reported payrolls. These movements are no doubt seasonal in character.

Earnings by Cities

The aggregate and average weekly earnings in each of the eight cities for which data are segregated were higher at February 1 than at January 1. The per capita figures in Montreal, Toronto, Hamilton, Winnipeg and Vancouver were the highest in the period for which information is available. The increases in the aggregate payrolls at February 1 ranged from 0.2 per cent in Winnipeg (where the number of employees was smaller than in the last report), to 13.1 per cent in Vancouver, and 15.3 per cent in Windsor; the gain in employment in the former was 1.7 per cent and in the latter, 1 per cent.

Employment by Economic Areas

Contractions in employment were recorded in the maritimes and the western provinces, while firms in Quebec and Ontario showed improvement. Except in British Columbia, the changes indicated were in accordance with the usual seasonal pattern, there ordinarily being declines in the maritime and prairie provinces, and increases in Quebec and Ontario at the beginning of February. On the average, there has also been a slight gain in British Columbia at that date in the period since 1920. Employment in all parts of the country was more active than at midwinter in any other year of the record.

Maritime Provinces.—The trend in the maritime provinces as a whole has usually been downward at the beginning of February in the years since 1920, the average loss in employment being nearly 1½ per cent. At February 1 of the present winter, activity showed a substantial decrease, 3,833 persons having been laid off since their last report by the 929 reporting employers, whose staffs aggregated 133,762. There were losses in each of the provinces in this area, those in New Brunswick being largest.

Building and highway construction, trade and mining in the maritime provinces as a whole reported curtailment. Logging, manufacturing, transportation and railway construction and maintenance, on the other hand, were brisker;

the greatest improvement was in manufacturing, particularly in the iron and steel division.

A contra-seasonal advance had been indicated in the maritime provinces at February 1 of last year, when 886 firms had reported 100,665 employees, or 3,854 more than at January 1, 1941. The index (135.2), was then many points lower than that of 178.8 at the date under review; this figure, which is the highest ever recorded for February, was exceeded in the years since 1920 only by those for the three months immediately preceding.

Quebec.—The upward trend was resumed in Quebec at the beginning of February, the working forces of the 3,228 co-operating establishments aggregating 515,561, as against 510,618 at January 1, 1942. This advance of 1 per cent slightly exceeded the average gain at February 1 in previous years for which data are available; a decline had been indicated at that date in 1941, when the index, at 139.4, was substantially lower than the latest figure of 176.7. These two are the highest ever recorded at midwinter.

There was considerable improvement in manufacturing at the beginning of February, 1942, notably in textile and iron and steel plants, but leather, tobacco, non-ferrous metal and chemical factories also showed important gains. On the other hand, food, rubber and beverage works were slacker. Among the non-manufacturing classes, transportation and trade reported reduced activity, mainly seasonal in character, while there were substantial increases in logging and railway construction and maintenance, that in the latter being due to track clearance work.

For February 1, 1941, the 3,114 firms making returns had employed 399,645 men and women, or 588 fewer than in the preceding month.

Ontario.—There was an expansion in industrial activity in Ontario at the beginning of February. This was reported almost entirely in manufacturing, most of the non-manufacturing classes being slacker. Within the former division, the greatest increases were in iron and steel, which absorbed over 6,000 additional workers, and in textile, tobacco, chemical, electrical apparatus, non-ferrous metal and miscellaneous manufactured products. On the other hand, food, rubber, clay, glass and stone and beverage factories showed curtailment. Among the non-manufacturing groups, logging, mining, building and railway construction reported heightened activity, while there were losses in transportation, highway work and trade, those in the last-named being especially large following the unusually great activity prevailing at the holiday season.

Data were received from 5,572 establishments in Ontario, employing 703,213 persons at the date under review, as compared with 700,934 at

beginning of January. This advance of 2,275 workers, or 0.3 per cent, was seasonal in character, although it was not equal to the average gain from January to February in the experience of the years since 1920. A larger advance had been indicated at the beginning of February last year, when the 5,375 employers furnishing information had reported an aggregate working force of 573,711; the index then stood at 143.4, as compared with 173.3 at the latest date. The latter figure is the highest on record for February, having been exceeded only by the index for December 1, 1941, in the period for which data are available.

Prairie Provinces.—Employment in this area has almost invariably declined at February 1 in the twenty-two winters for which data are available. The tendency in Manitoba, Saskatchewan and Alberta was unfavourable at the date under review, when the 1,815 firms co-operating in the prairie provinces reduced their forces by 6,254 persons, to 171,507. Manufacturing, on the whole, showed an advance, there being improvement in iron and steel, textile and petroleum refining plants; logging was also more active. On the other hand, communications, transportation, construction and trade released employees, the losses in the last-named being most marked.

The general contraction in industrial activity at February 1, 1942, rather exceeded the average indicated at that date in the years since 1920, being also larger than that noted at the midwinter of 1941. Standing at 126.8 at the date under review, the index was higher than at the same date in any other year since 1920; the figure for February of last winter was 112.2, while the previous maximum was 113.1 in 1929. At February 1, 1941, statistics had been tabulated from 1,780 establishments, with a personnel of 147,292.

British Columbia.—There was a further decrease in employment in British Columbia at the date under review. Retail trade, transportation, construction and maintenance and logging reported reduced activity, but manufacturing afforded decidedly more employment; the gains took place very largely in iron and steel plants, although lumber mills, chemical factories and a few other classes were also busier. The working forces of the 1,347 reporting employers aggregated 129,899, a decline of 1,874 employees, or 1.4 per cent, as compared with the preceding month. The general loss is contra-seasonal, according to the experience of the period since 1920. However, the latest index, at 140.5, was higher than in any other February for which statistics are on record.

For February 1, 1941, 1,302 firms had furnished information showing that they employed 104,779 men and women, compared with 103,042

at January 1; the index was then 22½ points lower than at the latest date, standing at 118.0.

Index numbers of employment by economic areas are given in Table II.

Employment by Cities

The trend was downward in Montreal and Winnipeg; in Quebec, no general change was indicated, while firms in Toronto, Ottawa, Hamilton, Windsor and Vancouver reported substantially greater employment. Industrial activity in each of these eight centres was at a decidedly higher level than at the same date last winter, or of any other year of the record.

Montreal.—There were important gains in manufacturing, notably in the textile and iron and steel groups, while leather, chemical, non-ferrous metal and other factories were also busier. Most of the non-manufacturing classes, however, were slacker; the largest declines were in construction and trade, and were seasonal in character. The general trend was downward, according to data from 1,861 employers with 235,441 workers, or 1,808 fewer than at January 1. Industrial activity in Montreal has usually advanced between January 1 and February 1 in the experience of the twenty years in which statistics for the larger cities have been segregated; the reduction at the date under review is therefore contra-seasonal. The index stood at 155.2, compared with 126.0 at the beginning of February in 1941, when improvement had been indicated; the 1,816 co-operating establishments had then employed 196,285 men and women.

Quebec.—The 221 firms furnishing information in Quebec City showed no general change in the situation; their working forces aggregated 27,243 at February 1, one more than in the preceding month. The index, at 195.4, was unaltered. There was considerable improvement in manufacturing, mainly in leather, chemical and iron and steel plants. Transportation, construction and trade, however, were seasonally slack. The general index was many points higher than at the corresponding date of last year, when a decrease had been indicated in the 218 returns received; these had shown a combined staff of 20,081.

Toronto.—There were pronounced seasonal losses in retail trade in Toronto, and construction services and transportation were also quieter. On the other hand, large increases were reported in manufacturing. These took place mainly in iron and steel, chemical and textile plants; non-ferrous metal, electrical apparatus and miscellaneous manufacturing works also showed important advances, although these were smaller than those in the first-named industries. On the whole, there

was a gain of 2,863 in the employees of the 1,932 co-operating firms, who had 219,648 workers. General improvement at mid-winter is contra-seasonal in the experience of the last twenty years. A moderate loss had been indicated at the beginning of February, 1941, when the index of employment was many points below the figure of 171.0 at the date under review. The 1,846 employers from whom statistics were received at February 1 of a year ago had a working force of 177,587.

Ottawa.—There was a seasonal contraction in retail trade in Ottawa, and manufacturing and transportation were quieter; the construction and maintenance group, on the other hand, was decidedly more active. Two hundred and forty-seven establishments reported 22,500 workers, or 113 more than at January 1. The index of employment, at 170.8, was considerably higher than at the beginning of February, 1941, when a rather larger gain had been indicated by the 241 co-operating firms, who then had 18,132 employees.

Hamilton.—The situation in Hamilton showed improvement, bringing employment to the highest level yet reached in these surveys. The gain took place almost entirely in manufacturing and, more particularly, in iron and steel, electrical apparatus and textile plants, while trading establishments released employees, following the active season over the holidays. Construction was also dull. Statistics were tabulated from 353 employers with a staff of 59,167 men and women, compared with 58,267 in the preceding month. The index reached a new maximum, standing at 181.2 at February 1, 1942; it was then many points above that of 140.6 at the same date a year ago, when an increase had also been reported by the firms furnishing information, whose pay-rolls had included 45,880 persons.

Windsor.—Automobile and other iron and steel factories in Windsor were decidedly busier; trade and construction were rather quieter, while other industries showed little general change. The 200 reporting establishments employed 34,195 workers, as against 33,849 at January 1. The volume of employment was greater than in any other month for which information is available. A force of 27,896 had been indicated by the 197 employers making returns for February 1, 1941, when the index stood at 201.2, compared with 251.6 at the latest date.

Winnipeg.—In accordance with the movement almost invariably indicated at February 1 in the period for which information is on record, there was a decline in Winnipeg at the date under review. This took place mainly in trade. Manufacturing, on the other hand, was more active, iron and steel, textile, printing

and publishing and other factories reporting greater employment; the increases in iron and steel were most pronounced. Returns were compiled from 559 concerns with a personnel of 52,765, compared with 54,357 in the preceding month. Larger losses, on the whole, had been indicated at February 1 of last year, when a staff of 48,217 had been recorded by the 546 co-operating establishments. The index then was 16½ points below the latest figure of 126·6, to date the highest for February.

Vancouver.—The situation in Vancouver showed considerable improvement. Manufacturing was decidedly brisker, the gains in employment in iron and steel being particularly large. The non-manufacturing classes were not so active, but except in trade, the losses were relatively slight. The 590 firms furnishing statistics had a staff of 59,761, as against 58,737 at January 1. The index, at 169·5, established a new high, being many points above that of 128·8 at February 1, 1941, when 577 employers had 43,873 men and women on their payrolls.

Employment by Industries

Manufacturing.—The upward trend of employment in manufacturing was resumed at February 1, according to data from 7,116 plants with an aggregate of 994,932 employees, as compared with 973,600 in the preceding month. This increase of 21,332 persons, or 2·2 per cent, greatly exceeded the decline indicated at January 1, when some 7,300 workers had been laid off by the co-operating establishments, in the smallest contraction ever indicated at the opening of the year in the period since 1920. In preceding years, the recovery in manufacturing indicated at February 1 has, on the average, resulted in the reinstatement of approximately 52 per cent of the number of workers released at January 1; the gain at the beginning of February of 1941 had, however, been about twice as large as the reduction indicated in the preceding month.

The expansion at February 1, 1942, brought employment in manufacturing to a new high level, the index rising from 187·1 (revised) at January 1, to 191·2 at the date under review. The previous maximum was 188·4 at December 1, 1941. The latest index was 29·7 per cent higher than that of 147·4 at February 1, 1941, previously the peak figure for midwinter in the period of observation.

As already stated, the number of persons added to the working forces at February 1 was greatly in excess of the number laid off at January 1; this situation is similar to that indicated between January 1 and February 1 of last winter. In all other years of the record, however, the recovery at February 1 has provided work for decidedly fewer employees than were released at the beginning of

January. In spite of this more favourable development at the date under review, the percentage increase was rather smaller than the average indicated in earlier years of the record. Accordingly, the seasonally-adjusted index in manufacturing for February 1 showed a fractional decline from the extremely high figure reached in the preceding month. The latest corrected index stood at 198·4, compared with 199·6 at January 1. These two are the highest yet reported; both are decidedly higher than the previous maximum of 190·6 at December 1, 1941.

There were especially marked increases at the date under review in iron and steel, which provided work for an additional 13,639 men and women. The co-operating plants employed almost 355,600 men and women; the index, at 262·1, was nearly 54 per cent higher than at February 1, 1941. Other substantial advances recorded at February 1 were in textile and chemical works, while considerable, but rather smaller gains were made in leather, pulp and paper, tobacco, electrical apparatus, non-ferrous metal, miscellaneous non-metallic mineral and miscellaneous manufactured products factories. On the other hand, food, rubber, beverage, fur and clay, glass and stone plants were slacker; in some cases, the declines were seasonal in character.

The crude index numbers of employment in manufacturing at the beginning of February in recent years are as follows: 1942, 191·2; 1941, 147·4; 1940, 120·5; 1939, 106·0; 1938, 110·3; 1937, 105·3 and 1936, 98·5. The base used in calculating these index numbers is the 1926 average as 100.

The 6,830 manufacturers whose statistics were tabulated for February 1 of last year had reported 759,030 employees, as compared with 733,826 at the opening of 1941.

Logging.—Further improvement was recorded at February 1 in logging, the gain compared favourably with the decline noted at the same date in 1941. Over a period of years, little change, on the whole, has been shown between January and February. The 476 co-operating firms employed a staff of 79,272 men at February 1, 1942, as compared with 76,699 at the beginning of January. The movement was favourable in all provinces except British Columbia, the largest additions to the working forces being reported in Quebec and Ontario. Bush work was brisker than in the same period of 1941, or of any other year of the record except 1938.

Mining.—There was a decrease in these industries at the beginning of February, due almost entirely to curtailment in the extraction of non-metallic minerals other than coal; little general change was reported in the coal and ore divisions. The number employed in min-

ing at February 1 rather exceeded that at the same date in any other year of the record, the index standing at 176.8, as compared with 169.1 at February 1, 1941, the previous maximum. Statements for February 1, 1942, were received from 424 operators with 82,632 employees, or 460 fewer than at the beginning of January of the present year. This decline was seasonal, according to the experience of the period since 1920. The trend had, however, been upward at February 1 of last winter.

Communications.—The working forces of the reporting companies included 26,763 persons, compared with 26,928 in the preceding month. The number employed in communications was larger than at the same date in 1941 or any earlier year since 1931. A moderate loss from January had also been indicated at the beginning of February in 1941.

Transportation.—Reduced activity was reported in all three branches of transportation—steam railway operation, street and electric railway, cartage and storage, and shipping and longshore work. The 557 co-operating employers in the transportation group as a whole had 123,782 workers, as compared with 127,359 in the preceding month. The shrinkage was seasonal. The index stood at 98.2 at February 1, 1942, the highest for midwinter in the years since 1930; the figure for the beginning of February of last winter, was 89.4.

Construction and Maintenance.—Building highway construction afforded less employment, while activity in railway construction and maintenance increased, chiefly as a result of track-clearing operations. On the whole, there was a decline of 8,230 in the number employed by the 1,452 contractors whose data were tabulated, and who had 148,439 persons on their February 1 payrolls. This seasonal reduction exceeded the average for the beginning of February in the period since 1920. A much smaller falling-off had been indicated at the same date in 1941, but employment in the construction group was then quieter, the index standing at 82.5, as compared with 118.1 at the latest date. This is the highest February 1 figure in the record.

Services.—Employment in hotels and restaurants seasonally declined, and there was a small loss in laundering and dry-cleaning establishments; 612 employers in the service division reported 37,217 employees, or 212 fewer than at January 1. The index, at 167.0, was much higher than at February 1 of last year, when losses on a similar scale had been shown in these industries.

Trade.—Following the unusually great activity in trade over the holiday season, there was a marked contraction in the number employed by retailers at February 1, while wholesale houses showed a moderate falling-off. On the whole, 16,000 persons were let out from the forces of the 2,193 co-operating trading establishments, bringing them to 160,905 at the date under review. This decrease of 9 per cent was greater than that reported at the beginning of February in 1941; like the gain from which it was reaction, it also exceeded the average loss at midwinter in the last twenty-one years. The index, at 156.8 at the latest date, was at its maximum for February in the years since 1920.

Finance.—At the beginning of February, 761 financial institutions and branches reported a staff of 62,727 employees, compared with 62,632 in the preceding month. The index stood at 121.5; in the preceding month it was 121.3, while at February 1, 1941, the figure was 112.8. The addition of the returns for this group to those furnished for the manufacturing, logging, mining, transportation, communications, construction, services and trade industries brings the total number of persons included in the February 1 survey of employment to 1,716,669 in 13,652 establishments, and lowers the index of 165.4 in the industries above enumerated, to 163.2; when the employees of the co-operating financial institutions were added to the general figures for January 1, 1942, the index was lowered from 165.8 to 163.6. At February 1, 1941, the general index had been 135.2, while that including finance was 134.0.

Index numbers of employment for the Dominion, in industries other than finance, are given in Table III.

Unemployment in Trade Unions at the Close of February, 1942

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

There were 2,114 reports tabulated at the close of February. These organizations had a total membership of 324,748 persons, of whom 12,946 or a percentage of 4.0 were unemployed, contrasted with percentages of 4.3 at the end of the previous month and 6.9 at the close of February, a year ago.

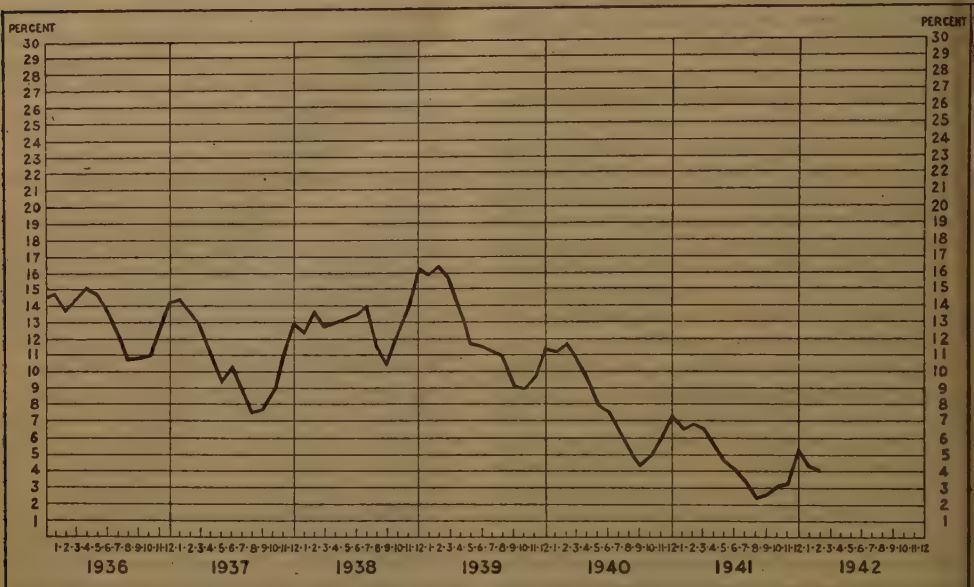
The slight increase in employment reflected in February over the preceding month was due mainly to moderate expansion for fishermen and lumber workers and loggers, a slightly higher employment level for members in the

manufacturing industry and a fractional increase in the transportation industry; these advances were more than sufficient to offset the slight contraction which was in evidence among unions in the building and construction trades. In comparison with January, a moderate improvement was apparent in Manitoba and a gain of somewhat lesser degree was observed in reports received from unions in Quebec; in British Columbia there was a fractional advance, only. On the contrary, very slight recessions occurred in Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta. Compared with reports tabulated at the end

couver; in Toronto, Winnipeg, Halifax and Saint John there was more moderate expansion. Regina was the only city in this comparison to reflect a contraction and this was fractional only.

The chart which accompanies this article illustrates the trend of unemployment by months from January, 1936, to date. The curve of unemployment in February, 1942, rested at a nominally lower level than in the preceding month, thus reflecting a fractional improvement in conditions. The point of the curve was at a considerably lower level than at the close of February, a year ago, which

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



of February, 1941, employment was up substantially in Quebec, and in Alberta and British Columbia, also, there were appreciable advances. Minor increases occurred in Nova Scotia, New Brunswick, Ontario and Manitoba; in Saskatchewan there was a fractional advance.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. In contrast with the previous month, conditions in Winnipeg manifested appreciable improvement and in Halifax, Montreal, Toronto, Edmonton and Vancouver these were fractional increases. On the other hand, in Saint John there was a fractional recession while in Regina, employment subsided slightly. In comparison with the situation at the end of February, 1941, noteworthy improvement was in evidence in Montreal, Edmonton and Van-

indicated a noteworthy expansion during the period under review.

There were 662 reports tabulated from unions in the manufacturing industries. These organizations had an aggregate membership of 148,974 persons, of whom, 3,460, or a percentage of 2.3 were unemployed, in comparison with percentages of 3.1 at the close of January and 4.2 at the end of February, a year ago. In contrast with the previous month, important increases in employment were indicated in reports received from unions of leather and fur workers. Among garment workers, and hat, cap and glove workers, likewise, the situation was more favourable. A moderate gain was observed for rubber workers and fractional advances, only, were apparent for soft drink workers, papermakers and general labourers. Cigar and tobacco workers, electric current employees, textile and carpet workers, butchers,

heat and fish packers, jewellery workers, mine mill and smeltermen and gas workers were reported as being fully employed. Bakers and confectioners, printing tradesmen and woodworkers recorded fractional recessions only. Among iron and steel tradesmen, conditions remained very good although there was a slight reduction in work afforded, owing to the change over in some automobile plants to a war basis. A tendency toward reduced employment was observed for tailors and among metal polishers and clay, glass and stone workers there were moderate recessions. As compared with February, 1941, higher employment levels appeared for nearly all of the trades. Much better conditions were observed for woodworkers, hat cap and glove and leather workers. From the percentage viewpoint, although involving comparatively few members, electric current employees and gas workers manifested marked increases. On the other hand, some contractions were apparent for metal polishers and clay, glass and stone workers, while the percentage of unemployment among fur workers increased substantially.

Reports were tabulated from 53 unions of coal miners, whose aggregate membership was 22,384, of whom 363 or a percentage of 1.6 were unemployed, in contrast with percentages of 1.0 in the previous month and 3.5 in February, 1941. Compared with the preceding month, there was a moderate expansion in employment for British Columbia miners. In New Brunswick as in January, there was adequate employment while a nominal decrease was reflected in Nova Scotia reports; Alberta unions reported a slight reduction in work. In comparison with the situation at the end of February, 1941, noteworthy increases were apparent in reports received from Alberta and British Columbia unions; a fractional advance only was in evidence in Nova Scotia; New Brunswick members, as in February of last year were reported as fully employed.

Returns were received from 248 unions in the building and construction trades. These organizations had a combined membership of 35,978 persons. Of these 5,591 or a percentage of 15.5 were without work, in contrast with 14.2 per cent at the close of the preceding month and 19.5 per cent at the end of February, a year ago. In comparison with January, noteworthy improvement was in evidence among painters, decorators and paperhangers; steam shovel and dredgemen. Granite and stonecutters manifested minor advances. On

the other hand, there were nominal decreases for electrical workers and hod carriers and building labourers. Moderate recessions were observed among bricklayers, masons and plasterers, carpenters and joiners and plumbers and steamfitters. Viewed from the percentage standpoint, although involving but few members, bridge and structural iron-workers and tile layers, lathers and roofers reflected noteworthy contractions. In contrast with the situation at the end of February, 1941, pronounced expansion was observed among carpenters and joiners. From the percentage viewpoint, steam shovel and dredgemen were much better employed, but as their membership is

TABLE I.—PERCENTAGE OF UNEMPLOYMENT
IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	21.6	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Feb. 1931.....	6.7	8.5	15.7	17.1	15.6	19.0	18.2	16.3	15.6
Feb. 1932.....	3.3	14.9	23.1	23.0	19.6	19.5	20.2	21.1	20.6
Feb. 1933.....	9.2	17.1	27.5	28.8	22.0	21.8	19.8	21.9	24.3
Feb. 1934.....	10.8	9.8	21.9	22.5	21.6	16.3	17.1	21.2	20.0
Feb. 1935.....	6.4	8.2	22.3	20.0	15.1	11.8	13.8	21.1	18.2
Feb. 1936.....	7.2	6.8	16.3	14.1	12.4	13.1	11.0	17.7	13.8
Feb. 1937.....	7.9	5.0	21.3	11.4	9.4	11.5	9.5	14.1	13.7
Feb. 1938.....	4.6	5.9	19.0	12.8	10.6	9.4	8.8	17.3	13.7
Feb. 1939.....	10.7	11.0	20.3	15.9	11.9	13.3	15.6	16.7	16.4
Feb. 1940.....	6.4	4.5	15.9	10.3	11.9	13.0	7.7	10.7	11.7
Feb. 1941.....	2.8	3.5	9.7	6.2	5.7	5.5	8.0	6.1	6.9
Mar. 1941.....	3.1	3.3	7.9	6.1	5.1	5.8	11.2	7.3	6.6
Apr. 1941.....	3.2	2.5	8.0	3.1	4.6	3.3	12.6	5.7	5.5
May 1941.....	2.5	2.8	7.3	1.5	5.3	1.8	12.0	4.2	4.6
June 1941.....	2.0	1.9	6.2	2.0	4.3	1.8	11.5	3.8	4.1
July 1941.....	2.0	1.5	4.1	2.7	4.1	1.5	6.9	4.8	3.5
Aug. 1941.....	1.8	1.7	3.7	1.6	2.3	2.1	2.1	1.9	2.4
Sept. 1941.....	1.8	1.8	3.7	2.1	2.8	1.6	1.9	2.5	2.7
Oct. 1941.....	1.6	1.2	4.7	2.0	2.7	3.2	3.7	3.1	3.1
Nov. 1941.....	1.3	1.4	5.1	1.7	5.4	3.7	2.4	4.0	3.3
Dec. 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
Jan. 1942.....	1.3	1.9	5.4	4.4	6.3	3.8	3.3	3.6	4.3
Feb. 1942.....	1.6	2.0	4.4	4.6	4.1	4.6	4.1	2.7	4.0

small this change did not involve many workers. On the other hand, viewed from the percentage standpoint, likewise, and involving comparatively few members, bridge and structural iron workers and tile layers, lathers and roofers indicated marked recessions.

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operators	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations	
February, 1941	19.2	22.4	8.3	10.6	12.8	10.7	18.7	7.1	.....	30.0	11.6	19.1	11.2	7.6	12.0	7.9	7.9	20.3	0.88	0.47	110.4	38.3	11.9	1.0	7.0	7.2	0.1	0.1	0.1	0.1	0.1	1.9	15.7	15.6
February, 1942	13.2	31.4	6.9	17.4	13.9	16.4	42.6	13.0	.....	54.1	9.1	17.2	7.1	15.1	16.3	16.7	13.8	5.8	0.66	0.65	133.5	46.7	15.5	1.0	8.2	7.2	0.1	0.1	0.1	0.1	0.1	6.3	20.6	20.6
February, 1933	13.2	31.4	6.9	17.4	13.9	16.4	42.6	13.0	0.43	8.15	9.6	12.9	10.2	28.7	24.1	22.9	86.7	44.5	0.34	0.69	2.12	5.46	12.7	1.1	12.9	13.1	5.0	5.0	5.0	5.0	5.0	4.2	18.5	20.0
February, 1934	2.1	18.6	3.2	19.7	13.1	13.5	18.6	13.0	0.13	8.15	9.6	12.9	10.2	28.7	24.1	22.9	86.7	44.5	0.34	0.69	2.12	5.46	12.7	1.1	12.9	13.1	5.0	5.0	5.0	5.0	5.0	4.2	18.5	20.0
February, 1935	8.5	48.3	9.7	16.6	11.2	10.8	11.8	10.1	0.41	5.14	15.0	13.2	13.2	7.9	20.5	13.0	13.6	17.0	0.59	0.65	1.9	9.4	10.7	1.1	11.6	11.8	0.0	0.0	0.0	0.0	0.0	5.0	16.0	18.2
February, 1936	27.3	34.9	8.1	13.9	8.0	8.2	4.1	11.7	0.30	6.11	11.5	13.2	7.9	20.5	13.0	13.6	17.0	0.59	0.65	1.9	9.4	10.7	1.1	11.6	11.8	0.0	0.0	0.0	0.0	0.0	5.0	16.0	18.2	
February, 1937	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1938	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1939	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1940	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1942	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
March, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
March, 1942	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
April, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
April, 1942	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
May, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
June, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
July, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
August, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
September, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
October, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
November, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
December, 1941	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
January, 1942	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7
February, 1942	22.9	22.4	11.3	13.6	6.5	6.8	6.9	6.8	0.9	7.18	1.1	19.2	25.6	25.2	2.3	11.1	9.1	17.3	0.47	0.43	0.8	8.0	8.5	0.5	9.1	9.2	0.0	0.0	0.0	0.0	0.0	3.2	10.4	13.7

Reports were tabulated from 847 organizations in the transportation industries. The total membership was 75,154 persons, of whom, 195, or a percentage of 2.9 were unemployed, in contrast with percentages of 3.2 in January and 6.2 at the end of February, 1941. A moderate improvement was observed for navigation workers during February over the preceding month. Steam railway employees, whose returns constituted over 77 per cent of the entire group membership, reflected a nominally higher level; as did street and electric railway employees also. As in January, adequate work was available for teamsters and chauffeurs. In contrast with conditions at the end of February, a year ago, a substantial advance was noted for steam railway employees. A much higher level prevailed, likewise, for navigation workers and teamsters and chauffeurs indicated nominal increases in work afforded. The situation among street and electric railway employees remained unchanged with practically no unemployment.

Returns were received from 9 unions of retail clerks whose total membership was 3,188 persons. These were adequately employed, in contrast with a percentage of 0.1 who were without work at the end of January and a fully employed membership at the close of February, a year ago.

Reports were tabulated from 95 unions of civic employees, whose combined membership was 9,728 persons, of whom, 194, or a percentage of 2.0 were unemployed, in comparison with percentages of 1.9 in January and 2.6 at the end of February, a year ago.

In the miscellaneous group of workers, there were 150 reports tabulated. The total member-

ship reported was 12,051 persons, of whom, 183, or a percentage of 1.5 were without work, in contrast with 1.7 per cent in January and 3.8 in February, a year ago. In comparison with the preceding month, unclassified workers manifested a slight increase and among theatre and stage employees there was a nominal gain, while among hotel and restaurant employees, barbers and stationary engineers and firemen there were fractional recessions. In contrast with the situation at the end of February, 1941, a substantial increase was manifested by stationary engineers and firemen. Hotel and restaurant employees were moderately better employed and fractional increases, only, were apparent among theatre and stage employees, barbers and unclassified workers.

Reports were tabulated from 4 unions of fishermen having a total membership of 2,075 persons. Of these, 175, or a percentage of 8.4 were unemployed in comparison with percentages of 13.6 at the end of January and 21.5 at the close of February, 1941.

Returns were received from 4 unions of lumber workers and loggers whose total membership was given as 3,025. Of these, 170, or a percentage of 5.6 were without work, in contrast with percentages of 11.1 in January and 9.6 at the end of February, a year ago.

Table I shows by provinces the average percentage of union members, unemployed each year from 1931 to 1941, inclusive, and, also, the percentage of unemployment for February of each year from 1931 to 1940 inclusive and for each month from February, 1941, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Building Permits Issued in Canada During February, 1942

The February report of building permits compiled by the Dominion Bureau of Statistics, includes returns from 179 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 130 reported detailed operations. The remaining 49 advised that no permits had been issued during the month of February while 25 municipalities had failed to report at the close of March 12.

The total value of permits reported as issued in the month of February is \$4,354,695. Revised values for the month of January include returns from 201 municipalities and aggregate \$6,432,687. Reports were received from 57 of the 58 original municipalities and

show a value of \$4,246,246 for February. The corresponding revised value for January includes 58 returns and is \$3,712,030, while the February, 1941, value was \$4,754,675.

The total value of permits issued by all municipalities during the two elapsed months of the current year is \$10,787,382. The value of the 58 municipalities for the same period is \$7,958,276, while their corresponding value in 1940 was \$8,351,296.

During the month of February new construction of all types amounted to 66.8 per cent of the total value, while the percentage of new residential construction was 35.3.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, FEBRUARY, 1942

Classification of Permits	CANADA	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	\$	\$	\$	\$	\$
All Permits—Total Value.....	4,354,695	2,100	78,890	15,605	1,028,810
New construction.....	2,910,397	1,500	51,375	2,000	663,730
Additions, alterations, repairs.....	1,444,298	600	27,515	13,605	365,070
Residential.....	1,894,468	1,500	46,040	7,755	643,320
New construction.....	1,535,454	1,500	37,875	2,000	548,010
Additions, alterations, repairs.....	359,014		8,165	5,755	95,220
Institutional.....	390,691		23,500		95,330
New construction.....	270,281		11,500		26,750
Additions, alterations, repairs.....	120,410		12,000		68,600
Commercial.....	871,210	600	5,850	4,600	145,270
New construction.....	546,052				40,750
Additions, alterations, repairs.....	325,158	600	5,850	4,600	104,520
Industrial.....	1,125,359		3,500	3,250	108,100
New construction.....	518,825		2,000		21,600
Additions, alterations, repairs.....	606,534		1,500	3,250	86,500
Other Building.....	72,467				36,750
New construction.....	39,785				26,590
Additions, alterations, repairs.....	32,682				10,160

Classification of Permits	Provinces (Con.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	\$	\$	\$	\$	\$
All Permits—Total Value.....	2,234,793	63,950	38,685	303,533	588,287
New construction.....	1,433,012	49,300	18,195	228,956	462,279
Additions, alterations, repairs.....	801,781	14,650	20,490	74,577	126,008
Residential.....	580,824	33,600	18,810	96,159	466,410
New construction.....	441,270	23,300	6,130	72,815	402,474
Additions, alterations, repairs.....	139,554	10,300	12,680	23,344	63,936
Institutional.....	123,900		1,350	142,786	3,800
New construction.....	111,000		1,000	118,231	1,800
Additions, alterations, repairs.....	12,900		350	24,555	2,000
Commercial.....	577,374	15,350	12,015	43,618	66,529
New construction.....	439,767	11,000	10,865	27,670	16,000
Additions, alterations, repairs.....	137,607	4,350	1,150	15,948	50,529
Industrial.....	932,755	15,000	6,300	10,500	46,454
New construction.....	440,825	15,000			39,400
Additions, alterations, repairs.....	491,930		6,300	10,500	7,054
Other Building.....	19,940		210	10,470	5,004
New construction.....	150		200	10,240	2,605
Additions, alterations, repairs.....	19,790		10	230	2,400

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941. (1926=100)

Year	Value of Building Permits issued		Index of value of building permits	Average Index of wholesale prices of building materials	Year	Value of Building Permits issued		Index of value of building permits	Average Index of wholesale prices of building materials
	February	First 2 months				February	First 2 months		
	\$	\$				\$	\$		
1942.....	4,354,695	10,787,382	(1) 90.9	(2)	1933.....	925,894	2,111,855	17.8	75.2
1941.....	5,873,607	10,344,538	(1) 70.8	99.4	1932.....	2,845,271	6,056,283	51.1	79.4
1940.....	3,912,789	7,262,878	(1) 61.2	94.3	1931.....	6,395,659	14,797,115	124.8	83.8
1939.....	1,912,151	3,633,306	30.6	87.3	1930.....	8,919,078	16,136,475	136.1	97.0
1938.....	2,364,402	4,223,583	36.5	91.6	1929.....	10,465,330	18,832,210	159.2	98.5
1937.....	2,138,886	3,860,753	32.6	90.9	1928.....	10,318,338	18,034,925	152.1	95.3
1936.....	1,921,176	3,223,934	27.2	88.9	1927.....	7,638,176	13,314,713	112.3	96.6
1935.....	3,601,637	4,484,515	37.8	81.6	1926.....	7,139,549	11,859,083	100.0	102.4
1934.....	894,102	1,601,914	13.5	82.1					

¹ Figures based on values reported by the original 58 municipalities.² Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN FEBRUARY, 1942, AND IN FEBRUARY, 1941

"N.P.I."—Indicates that no permits were issued during the current month.

"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	February 1942	February 1941		February 1942	February 1941
	\$	\$		\$	\$
Prince Edward Island—			Ontario—Conc.		
* Charlottetown.....	2,100		* Sarnia.....	6,020	16,460
Nova Scotia—			* Sault Ste. Marie.....	6,535	11,713
* Halifax.....	44,100	63,585	* Stratford.....	650	5,550
* New Glasgow.....	1,500	N.P.I.	* Toronto.....	623,720	529,325
* Sydney.....	28,000	6,885	* East York Twp.....	43,667	89,260
New Brunswick—			* Windsor.....	33,289	92,865
* Fredericton.....	800	N.P.I.	* Riverside.....	18,400	9,600
* Moncton.....	2,500	5,900	* Woodstock.....	1,985	1,775
* Saint John.....	12,305	13,457	* York Twp.....	292,750	85,250
Quebec—			Manitoba—		
* Montreal (*Maisonneuve).....	547,564	886,220	* Brandon.....	1,800	5,750
* Quebec.....	65,315	72,250	* St. Boniface.....	13,900	48,200
* Shawinigan Falls.....	21,000	22,600	* Winnipeg.....	47,550	73,650
* Sherbrooke.....	21,300	93,400	Saskatchewan—		
* Trois-Rivières.....	20,900	35,455	* Moose Jaw.....	7,700	2,600
* Westmount.....	768	15,100	* Regina.....	15,885	2,005
Ontario—			* Saskatoon.....	9,000	200
* Brantford.....	90,375	3,945	Alberta—		
* Chatham.....	20,771	10,950	* Calgary.....	198,635	153,505
* Port William.....	8,295	18,030	* Edmonton.....	86,055	31,555
* Galt.....	195	12,600	* Lethbridge.....	13,398	22,209
* Guelph.....	1,050	6,725	* Medicine Hat.....	5,445	7,320
* Hamilton.....	281,122	553,660	British Columbia—		
* Kingston.....	17,455	68,780	* Nanaimo.....	4,490	9,750
* Kitchener.....	16,475	17,725	* New Westminster.....	30,560	54,715
* London.....	28,315	120,385	* Prince Rupert.....	No Report	6,075
* Oshawa.....	6,450	264,340	* Vancouver.....	452,530	665,675
* Ottawa.....	481,000	351,100	* North Vancouver.....	25,050	42,376
* Owen Sound.....	2,850	1,900	* Vernon.....	8,120	6,097
* Peterborough.....	5,900	3,975	* Victoria.....	47,056	122,509
* Port Arthur.....	8,640	2,800			
* St. Catharines.....	4,000	13,560	Total 58 Municipalities.....	(1)4,246,246	4,754,675
* St. Thomas.....	1,350	4,625	Total 35 Municipalities.....	3,949,106	4,102,466

* Indicates a municipality whose records are available back to 1910.

1 57 municipalities only, reporting.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

DECEMBER-JANUARY RECORD

The British *Ministry of Labour Gazette*, February, 1942, summarizes the December-January employment situation in Great Britain as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at January 12 was 100,215 an increase of 7,872 as compared with December 8. Of this total, 27,162 had been classified as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 7,288, an increase of 2,862 as compared with December 8. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration)

numbered 8,951, a decrease of 572 as compared with December 8.

The increases in the numbers of men and boys registered as wholly unemployed or temporarily stopped were mainly due to severe weather conditions, which restricted outdoor employment on the day when the count of the unemployed took place.

The corresponding figures for women and girls on the registers at January 12 were 70,647 wholly unemployed, 7,448 temporarily stopped, and 299 unemployed casual workers. Of those wholly unemployed 2,474 had been classified by interviewing panels as unsuitable for normal full-time employment, and 2,325 had been classified as unable for good cause to transfer to another area. As compared with December 8, the numbers wholly unemployed showed a decrease of 2,234, those temporarily stopped a decrease of 1,387 and unemployed casual workers a decrease of 47.

There were temporary increases in the numbers of boys and girls recorded as unemployed, largely due to the registration of school leavers at the end of December.

The number of applicants for unemployment benefit or allowances on the registers at January 12 was 137,611, as compared with 129,791 at December 8, and 582,573 at January 13, 1941.

United States

According to a report issued by the United States Secretary of Labor, total civil non-agricultural employment showed a slight decline from mid-January to mid-February, with the February total of 39,842,000 being 29,000 less than in the preceding month but 2,394,000 greater than in February a year ago.

Seasonal decreases in employment from January to February were reported in trade, contract construction, transportation and public utilities, and mining. These declines were largely offset by increases in manufacturing and federal, state, and local government employment. The major factor in the rise of 2,394,000 workers over the year interval was the expansion in the manufacturing labour force of nearly 1,400,000 workers. Gains also occurred in all other groups except contract construction, which showed a decrease of 46,000 workers over the year because of the drop in non-federal construction.

The increase in factory employment (0.4 per cent) from January to February was substantially less than the usual seasonal gain (1.7 per cent). Employment in the durable goods industries rose by 7,000 in contrast with the increase of 36,000 workers in the non-durable goods industries. Seasonal gains occurred in such industries as women's clothing, men's clothing, fertilizers, leather boots and shoes, cotton goods, cigars and cigarettes, and dyeing and finishing. Several non-durable goods industries experienced employment decreases because of restrictions on the use of raw materials, notably, woollen and worsted goods, carpets and rugs, hosiery (where employment reached the lowest level since January 1934), and rubber tires and tubes. The slaughtering and meat packing industry reported a marked decrease in employment, which was largely seasonal in character. Employment in cane sugar refining fell to the lowest point since January, 1938. The radio and phonograph industry which is converting its facilities to war production showed a less than seasonal decline over the month.

The increase in factory employment from January to February carried the index for all manufacturing 132.9 per cent of the 1923-25

average, representing a rise of 12.8 per cent over the year. Factory payrolls advanced 2.0 per cent over the month to 176.9 per cent of the 1923-25 average, and the increase over the year amounted to 39.5 per cent. The increase in working hours in many war industries to well above 48 hours per week, as well as the expansion of hours in other industries, overtime payments and wage rate increases, account for the greatest proportionate gains in payrolls than in employment over the past year.

Wage rate increases averaging 7.5 per cent and affecting 71,122 factory wage earners were reported by 317 co-operating establishments between mid-January and mid-February. This number is less than the number affected by wage increases in any month since March, 1941.

Among the mining industries slightly larger than seasonal decreases in employment occurred in crude petroleum producing (1.4 per cent), and quarrying and non-metallic mining (1.1 per cent). Anthracite mines showed a small loss in employment coupled with a pay-roll increase of 26.3 per cent, reflecting increased production in this industry in February. Bituminous coal mines reported a small employment decline and metal mines showed a slight gain in contrast to the usual small recession expected in February.

Wholesale and retail trade employment declined approximately by the usual seasonal amount, retail dealers in the automotive field, however, reporting a substantial employment decrease. Employment in telephone and telegraph, and electric light and power industries was lower in February than in the preceding month, while street railway and bus companies reported a slight employment gain, instead of the usual small employment decline.

During February, 54,300 employees were added to the staff of the federal executive service. Of these 9,900 were working within the District of Columbia and 44,400 outside the District of Columbia.

Federal work-relief programs in February continued the decline started a year ago by dropping 55,400 persons from the rolls. The saving in monthly pay rolls amounted to \$5,011,000.

Construction programs financed wholly or partially from federal funds in February required the services of 1,172,000 persons and pay rolls of \$199,147,000. This represented an addition over January of 97,500 workers and of \$21,646,000 pay rolls. Of the total, defense construction projects accounted for 90 per cent of the employees and 91 per cent of the pay rolls.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

PRIOR to the establishment of Wartime

Wage Control under P.C. 8253, inspection and enforcement of fair wages and labour conditions on Government contracts was provided under P.C. 5522 of July 22, 1941 (LABOUR GAZETTE, August, 1941, page 869), which empowered the Minister of Labour "to appoint any provincial official or any other person authorized to inspect labour conditions pursuant to the law of any province as his duly authorized representative for the enforcement of the fair wages and labour conditions on Dominion contracts". It also established a penalty for any person who obstructs such a representative in the pursuit of his duties.

P.C. 1774 of March 9, 1942, replaces the foregoing Order and gives recognition to the jurisdiction of the National War Labour Board which was charged in P.C. 8253 of October 24, 1941, with the administration of the fair wage and labour conditions on Government contracts, as well as the administration of the wages and cost-of-living bonus provisions of that Order. P.C. 1774 also contemplates the extension of the appointment of representatives of the Minister of Labour to include provincial wage commissions, parity committees, or other agencies whose inspection function would usefully serve the National or a Regional War Labour Board with respect to the enforcement of those matters with which such Boards are charged.

Accordingly the National War Labour Board is now furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wage Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924, and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum-wage rates set out in the "B" conditions which had been in effect since December, 1934, and establishing increased rates of 35 cents and 25 cents respectively for male

and female workers over eighteen years of age. It also made provision for a system of permits to employ beginners and handicapped workers at sub-standard rates, and provided penalties for non-compliance with the prescribed rates.

On October 4, 1941, P.C. 3884 was revoked by the passage of Order in Council P.C. 7679 and minimum rates were prescribed for all employees of Government contractors and subcontractors. (The full text of this Order in Council appears at pages 1226 and 1237 of the LABOUR GAZETTE for October.)

The four major changes made by the new Order are: (1) the application of the minimum rates to *all* employees of contractors and subcontractors throughout an establishment of which any part may be engaged on Government orders, and not only as previously to those employees actually engaged on Government work; (2) the addition of a new minimum wage rate of 20 cents an hour for employees under 18 years of age whose rates previously had been set by provincial regulation; (3) the authorization of special beginners' rates; and (4) the exemption from the necessity of obtaining beginners' permits unless the number of beginners exceeds a quota of 20 per cent of the total number of employees in any establishment.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were suspended in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other persons doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide of except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act.

It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction of this article.

Schedules Prepared and Contracts Awarded During March

During the month of March the National War Labour Board prepared, on request, 107 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into recently by the various government departments (other than the Department of Munitions and Supply) appear hereunder:—

GROUP "A" CONTRACTS

(1) Works of Construction, Remodelling, Repair or Demolition

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of an annex to the Daly Building, Ottawa, Ont. Name of contractors, Alex. I. Garvoek, Ottawa, Ont. Date of contract, March 11, 1942. Amount of contract \$70,900 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers.. . . .	\$1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar).. . . .	0 50
Carpenters and joiners.. . . .	0 90
Cement finishers.. . . .	0 60
Cement and concrete mixer operators:	
Steam.. . . .	0 70
Gas, or elec.. . . .	0 55
Compressor operators (gas, or elec.).. . . .	0 55
Drivers.. . . .	0 45
Driver, horse and cart.. . . .	0 60
Driver, team and wagon.. . . .	0 80
Electricians (inside wiremen):	
Up to Dec. 31, 1941.. . . .	0 85
On and after January 1, 1942.. . . .	0 90
Labourers.. . . .	0 45
Lathers—metal.. . . .	0 70
Linoleum layers.. . . .	0 60
Motor truck drivers.. . . .	0 50
Motor truck driver and truck.. . . .	1 45
Ornamental iron workers.. . . .	0 60
Painters and glaziers.. . . .	0 75
Plasterers.. . . .	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Roofers, felt and gravel: patent: comp.. . . .	0 50
Sheet metal workers.. . . .	0 95
Steam shovel engineers.. . . .	1 00
Steam shovel cranimen	0 75
Steam shovel firemen.. . . .	0 60
Steam shovel oilers.. . . .	0 55
Shovel operators (gas.).. . . .	1 00
Tile setters—asphalt.. . . .	0 70
Tile setters' helpers (all men assigned to help tradesmen).. . . .	0 50
Watchmen.. . . .	0 40
Waxers and polishers.. . . .	0 50

Wharf improvements and repairs, Sidney (Nanaimo District), B.C. Name of contractors, The Vancouver Pile Driving & Contracting Co. Ltd., Vancouver, B.C. Date of contract, February 27, 1942. Amount of contract, unit prices (approx. expend. \$12,433). A fair wages schedule was included in the contract as follows:—

	Per hour
Piledriver foremen.. . . .	\$1 32½
Piledriver engineers.. . . .	1 20
Piledriver men.. . . .	1 07½
Piledriver boommen.. . . .	1 07½
Piledriver bridgemen.. . . .	1 07½
Piledriver firemen.. . . .	0 76½
Labourers.. . . .	0 45
Piledriver derrick engineers.. . . .	1 20
Piledriver derrick men.. . . .	1 07½
Piledriver derrick firemen.. . . .	0 76½

Construction of Veterans' Pavilion, University Hospital Grounds, Edmonton, Alta. Name of contractors, Bennett & White, Edmonton,

Alta. Date of contract, March 16, 1942. Amount of contract, \$87,036 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers.. . . .	\$1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar).. . . .	0 65
Carpenters and joiners.. . . .	0 95
Cement finishers.. . . .	0 60
Cement and concrete mixer operators:	
Steam.. . . .	0 70
Gas, or elec.. . . .	0 55
Drivers.. . . .	0 45
Driver, horse and cart.. . . .	0 60
Driver, team and wagon.. . . .	0 75
Electricians (inside wiremen).. . . .	0 85
Elevator constructors.. . . .	1 00
Elevator constructors' helpers.. . . .	0 77
Engineers on steel erection.. . . .	0 95
Labourers—common.. . . .	0 45
Labourers—building.. . . .	0 50
Lathers—metal.. . . .	0 80
Lathers—wood.. . . .	0 80
Linoleum layers.. . . .	0 60
Marble setters.. . . .	1 10
Marble setters' helpers (all men assigned to help tradesmen).. . . .	0 65
Motor truck drivers.. . . .	0 50
Motor truck driver and truck.. . . .	1 50
Ornamental iron workers.. . . .	0 95
Painters (spray).. . . .	0 85
Painters and glaziers.. . . .	0 80
Plasterers.. . . .	1 05
Plasterers' helpers (mixing and tempering material).. . . .	0 55
Plumbers and steamfitters.. . . .	1 10
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).. . . .	0 50
Roofers, felt and gravel: patent: comp.. . . .	0 50
Roofers, sheet metal.. . . .	1 00
Shinglers (wood, asbestos).. . . .	0 95
Sheet metal workers.. . . .	1 00
Stonecutters.. . . .	1 00
Stonemasons.. . . .	1 10
Stonemasons' helpers (mixing and tempering mortar).. . . .	0 50
Structural steel workers.. . . .	0 95
Terrazzo layers.. . . .	1 10
Terrazzo finishers and helpers.. . . .	0 65
Tile setters.. . . .	1 10
Tile setters' helpers (all men assigned to help tradesmen).. . . .	0 50
Watchmen.. . . .	0 40
Waxers and polishers (floor).. . . .	0 50

Alterations to Public Building to accommodate the Unemployment Insurance Commission, Sorel, P.Q. Name of contractor, Alphonse Gratton, Montreal, P.Q. Date of contract, January 17, 1942. Amount of contract, \$6,995. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers.. . . .	\$0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar).. . . .	0 40
Carpenter and joiners.. . . .	0 55
Cement finishers.. . . .	0 50
Cement and concrete mixer operators:	
Steam.. . . .	0 60
Gas, or elec.. . . .	0 45
Drivers.. . . .	0 35
Driver, horse and cart.. . . .	0 50

	Per hour
Driver, team and wagon.. . . .	0 60
Electricians (inside wiremen).. . . .	0 60
Labourers.. . . .	0 35
Lathers—metal.. . . .	0 55
Linoleum layers.. . . .	0 50
Motor truck drivers.. . . .	0 40
Motor truck driver and truck.. . . .	1 35
Ornamental iron workers.. . . .	0 55
Painters and glaziers.. . . .	0 55
Plasterers.. . . .	0 75
Plasterers' helpers (mixing and tempering material).. . . .	0 40
Plumbers and steamfitters.. . . .	0 60
Roofers, sheet metal.. . . .	0 60
Stonemasons.. . . .	0 75
Stonemasons' helpers (mixing and tempering mortar).. . . .	0 40
Structural steel workers.. . . .	0 87
Watchmen.. . . .	0 30
Waxers and polishers (floor).. . . .	0 40

Alterations to shed for New Film Vault etc., for the Motion Picture Bureau, at National Research Annex, Ottawa, Ont. Name of contractor, Wm. D'Aoust, Eastview, Ont. Date of contract, February 11, 1942. Amount of contract, \$4,356 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers.. . . .	\$1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar).. . . .	0 50
Carpenters and joiners.. . . .	0 90
Cement finishers.. . . .	0 60
Cement and concrete mixer operators:	
Steam.. . . .	0 70
Gas, or elec.. . . .	0 55
Drivers.. . . .	0 45
Driver, horse and cart.. . . .	0 60
Driver, team and wagon.. . . .	0 80
Electricians (inside wiremen):	
Up to December 31, 1941.. . . .	0 85
On and after January 1, 1942.. . . .	0 90
Motor truck drivers.. . . .	0 50
Motor truck driver and truck.. . . .	1 45
Ornamental iron workers.. . . .	0 60
Painters (spray).. . . .	0 90
Painters and glaziers.. . . .	0 75
Plasterers.. . . .	1 00
Plasterers' helpers (mixing and tempering material).. . . .	0 50
Plumbers and steamfitters.. . . .	1 05
Roofers, felt and gravel: patent: comp.. . . .	0 50
Sheet metal workers.. . . .	0 95
Structural steel workers.. . . .	0 90
Watchmen.. . . .	0 40
Labourers.. . . .	0 45

DEPARTMENT OF TRANSPORT

Aerodrome development at Outram, Sask. Name of contractor, Carter-Halls-Aldinger Co. Ltd., Winnipeg, Man. Date of contract, March 9, 1942. Amount of contract, \$342,627 (estimated). A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers.. . . .	\$0 52½
Asphalt tampers, smoothers and spreaders.. . . .	0 40

	Per hour
Blacksmiths..	0 65
Blacksmiths' helpers..	0 40
Carpenter and joiners..	0 75
Cement finishers..	0 55
Cement and concrete mixer operators:	
Steam..	0 65
Gas. or elec..	0 45
Drivers..	0 35
Driver, horse and cart..	0 50
Driver, team and wagon..	0 65
Enginemn, stationary..	0 45
Labourers..	0 35
Pipefitters (surface-temp. work)..	0 50
Pipelayers, caulkers and solderers..	0 45
Plumbers and steamfitters..	0 85
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)..	0 42½
Powdermen..	0 45
Road grader operators:	
Horsedrawn..	0 40
Including team..	0 70
Gas..	0 50
Road roller operators (steam or gas)..	0 70
Rodmen, reinforced steel..	0 45
Steam shovel engineers..	1 00
Steam shovel cranemen..	0 75
Steam shovel firemen..	0 60
Steam shovel oilers..	0 50
Shovel operator (gas)..	1 00
Tractor operator (small)..	0 50
Tractor operators (LeTourneau, etc.)..	0 60
Watchmen..	0 30

Construction of a watermain at the airport, Estevan, Sask. Name of contractor, Dominion Construction Co., Winnipeg, Man. Date of contract, March 9, 1942. Amount of contract, \$32,554 (estimated). A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths..	\$0 60
Blacksmiths' helpers..	0 40
Carpenters and joiners..	0 70
Dragline operators (steam or gas)..	1 00
Dragline firemen..	0 60
Dragline oilers..	0 50
Drivers..	0 35
Driver, team and wagon..	0 50
Drill runners..	0 65
Engineers, crane (steam, gas. and elec.)..	0 70
Enginemn, stationary..	0 45
Hoist operators—tower (gas. or elec.)..	0 45
Labourers..	0 35
Machinists..	0 65
Machinists' helpers..	0 40
Motor truck drivers..	0 40
Motor truck driver and truck..	1 40
Pipe fitters (surface temp. work)..	0 50
Pipelayers, caulkers and solderers..	0 45
Plumbers and steamfitters..	0 80
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)..	0 42½
Powdermen..	0 45
Pumpmen..	0 45
Steam shovel engineers..	1 00
Steam shovel cranemen..	0 75
Steam shovel firemen..	0 60
Steam shovel oilers..	0 50
Shovel operators (gas)..	1 00
Tractor operators (small)..	0 50
Tractor operators (LeTourneau, etc.)..	0 60
Watchmen..	0 30
Welders and burners—acetylene or elec..	0 60

Construction of a water supply main at aerodrome, Arnprior, Ont. Name of contractor, H. J. McFarland Construction Co., Pictou, Ont. Date of contract, March 9, 1942. Amount of contract, \$8,410 (estimated). A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths..	\$0 55
Blacksmiths' helpers..	0 40
Carpenters and joiners..	0 60
Dragline operators (steam or gas)..	1 00
Dragline firemen..	0 60
Dragline oilers..	0 50
Compressor operators (gas. or elec.)..	0 45
Drivers..	0 35
Driver, horse and cart..	0 50
Driver, team and wagon..	0 65
Drill runners..	0 45
Engineers, crane (steam, gas. or elec.)..	0 70
Enginemn, stationary..	0 45
Labourers..	0 35
Machinists..	0 60
Machinists' helpers..	0 40
Motor truck drivers..	0 40
Motor truck driver and truck..	1 40
Pipefitters (surface, temp. work)..	0 50
Pipelayers, caulkers and solderers..	0 45
Plumbers and steamfitters..	0 65
Powdermen..	0 45
Pumpmen..	0 45
Steam shovel engineers..	1 00
Steam shovel cranemen..	0 75
Steam shovel firemen..	0 60
Steam shovel oilers..	0 50
Shovel operators (gas)..	1 00
Tractor operators (small)..	0 45
Tractor operators (LeTourneau, etc.)..	0 55
Watchmen..	0 30
Welders and burners—acetylene or elec..	0 60

Erection of a sewage disposal plant at airport, Dorval, P.Q. Name of contractor, J. A. A. Leclair, Dupuis, Ltee., Montreal, P.Q. Date of contract, March 23, 1942. Amount of contract, \$24,022.30 (estimated). A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers..	\$0 92
Hod carriers..	0 53
Carpenters and joiners..	0 81
Cement finishers..	0 64
Cement and concrete mixer operators:	
Steam..	0 64
Gas. or elec..	0 53
Drivers..	0 40
Driver, team and wagon..	0 75
Electricians (inside wiremen)..	0 87
Labourers..	0 46
Motor truck drivers..	0 45
Motor truck driver and truck..	1 45
Ornamental iron workers..	0 78
Painters and glaziers..	0 74
Pipelayers, caulkers and solderers..	0 50
Plumbers and steamfitters..	0 90
Roofers, felt and gravel: patent: comp..	0 60
Roofers, sheet metal..	0 82
Rodmen, reinforced steel..	0 64
Sheet metal workers..	0 82
Watchmen..	0 40

Additional development at airport, Ottawa, Ont. Name of contractor, Dibblee Construction Co. Ltd., Ottawa, Ont. Date of contract, March 19, 1942. Amount of contract, \$42,804.00 (estimated). A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers.. . . .	\$0 55
Asphalt tampers, smoothers and spreaders..	0 50
Carpenters and joiners.. . . .	0 90
Cement finishers.. . . .	0 60
Cement and concrete mixer operators:	
Gas. or elec.. . . .	0 55
Dragline operators.. . . .	1 00
Dragline firemen.. . . .	0 60
Dragline oilers.. . . .	0 50
Drivers.. . . .	0 45
Driver, horse and cart.. . . .	0 60
Driver, team and wagon.. . . .	0 80
Labourers.. . . .	0 45
Motor truck drivers.. . . .	0 50
Motor truck drive and truck.. . . .	1 45
Pipelayers, caulkers and solderers.. . . .	0 55
Road grader operator—gas.. . . .	0 55
Road roller operators—steam or gas.. . . .	0 70
Steam shovel engineers.. . . .	1 00
Steam shovel firemen.. . . .	0 60
Steam shovel oilers.. . . .	0 50
Tractor operators (small).. . . .	0 55
Tractor operators (LeTourneau, etc.).. . . .	0 65
Watchmen.. . . .	0 40

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Serge Trousers.. . . .	The Workman Uniform Ltd., Montréal, P.Q.
Woollen stockings.. . . .	Penman's Limited, Montreal, P.Q.
Woollen socks.. . . .	Mercury Mills, Ltd., Hamilton, Ont.
Dunnage bags.. . . .	S. S. Holden, Ltd., Ottawa, Ont.
Batons.. . . .	Hugh Carson Co., Ltd., Ottawa, Ont.
Mechanic's overalls.. . . .	Woods Mfg. Co., Ltd., Ottawa, Ont.
Bed blankets.. . . .	Bates & Innes, Ltd., Carleton Place, Ont.
Gymnasium shoes.. . . .	Dominion Rubber Co., Ltd., Ottawa, Ont.
Cloth caps.. . . .	Hamilton Uniform Cap Co., Ltd., Hamilton, Ont.
Cloth caps.. . . .	William Scully, Ltd., Montreal, P.Q.
Overshoes.. . . .	Gutta Percha & Rubber, Ltd., Ottawa, Ont.
Pea jackets.. . . .	The Workman Uniform Co., Ltd., Montreal, P.Q.

Nature of Contract	Contractor
Leather gloves.. . . .	Acme Glove Works, Ltd., Ottawa, Ont.
Cotton sheets.. . . .	Dominion Textile Co., Ltd., Montreal, P.Q.
Felt hats.. . . .	John B. Stetson Co., (Canada) Ltd., Brockville, Ont.
Cardigan jackets.. . . .	Bates & Innes, Ltd., Carleton Place, Ont.
Serge tunic.. . . .	The Workmen Uniform Co., Ltd., Montreal, P.Q.
Khaki broadcloth over-shirts.. . . .	Thos. Allan & Son Shirts Co., Ltd., Hamilton, Ont.
Service shirts.. . . .	Woods Mfg. Co., Ltd., Ottawa, Ont.
Service trousers.. . . .	Woods Mfg. Co. Ltd., Ottawa, Ont.
Field jackets.. . . .	Woods Mfg. Co. Ltd., Ottawa, Ont.
Field trousers.. . . .	Wood Mfg. Co., Ltd., Ottawa, Ont.
Helmets.. . . .	Wolfe Cap Company, Montreal, P.Q.
Leather mitts.. . . .	Bowmanville Glove & Mitt Co., Ltd., Bowmanville, Ont.
Jackets.. . . .	The Workman Uniform Co., Ltd., Montreal, P.Q.
Ankle boots.. . . .	Tetrault Shoe, Ltd., Montreal P.Q.
Mattresses.. . . .	Simmons, Limited, Montreal, P.Q.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.. . . .	Pritchard-Andrews Co. of Ottawa, Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co. of Ottawa, Ltd., Ottawa, Ont.
Letter carriers' uniforms..	Barringham Rubber, Co., Ltd., Oakville, Ont.
	Uniform Company Reg'd, Quebec, P.Q.
	P. A. Alain, Ltd., Quebec, P.Q.
	Paton Manufacturing Co., Ltd., Montreal, P.
	Hield Bros., Ltd., Kingston, Ont.
Mail bag fittings.. . . .	Canadian Spool Cotton Co., Montreal, P.Q.
	United-Carr Fastener Co., of Canada, Hamilton, Ont.
Letter pouches and mail bags.. . . .	Hugh Carson Co., Ltd., Ottawa, Ont.
Mail bagging.. . . .	J. Spencer Turner, Co., Ltd., Hamilton, Ont.
Stamping machine parts..	Machine Works, Ltd., Montreal, P.Q.
Parcel scales, etc.. . . .	Canadian Toledo Scale Co., Ltd., Toronto, Ont.
	Pritchard-Andrews Co. of Ottawa, Ltd., Ottawa, Ont.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec and the Industrial Standards Act are summarized in a separate article following this.

Construction: Shipbuilding

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE BOILERMAKERS AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL No. 1.

Supplementary agreements made January 28, 1942, replace the provisions for the cost-of-living bonus in the original agreements (LABOUR GAZETTE, March, 1940, page 278 and June, 1941, page 700), by the following clause: "A cost-of-living bonus, effective for first payroll period beginning on or after February 15, 1942, shall be paid in accordance with the provisions of Order in Council P.C. 8253 dated October, 24, 1941, and any subsequent amendments thereto. The calculated basis of cost of living index as it stood at October 1, 1941, was \$3.65 per week and any subsequent adjustments will be made quarterly in conformity with the rise or fall of Dominion Bureau of Statistics cost of living index number as indicated from August, 1939. Bonus for cost of living to be paid on straight time only."

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE AMALGAMATED BUILDING WORKERS OF CANADA, ELECTRICAL WORKERS' SHIPYARD UNIT.

Supplementary agreements made January 27, 1942, replace the provisions for the cost-of-living bonus in the original agreements (LABOUR GAZETTE, December, 1941, page 1570 and February, 1941, page 179), by the same clause as quoted above for the boilermakers' agreement. A separate supplementary agreement between one of the companies and the union similarly revises the agreement made for another shipyard of the same company, the original of which was noted in the LABOUR GAZETTE, December, 1941, page 1570.

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE SHIPYARD LABOURERS' UNION OF VANCOUVER AND DISTRICT, NOW KNOWN AS THE DOCK AND SHIPYARD WORKERS' UNION OF VANCOUVER AND DISTRICT, LOCAL No. 2.

Supplementary agreements made January 27, 1942, replace the provisions of the original agreements (LABOUR GAZETTE, June, 1940, page 607) with reference to cost-of-living bonus, by the same clause as quoted above for the boilermakers' union.

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 692.

Supplementary agreements made January 28, 1942, replace the provisions for the cost-of-living bonus in the original agreements (LABOUR GAZETTE, July, 1940, page 728, and February, 1941, page 180), by the same clause as quoted above for boilermakers' union.

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL No. 138.

Supplementary agreements made January 28, 1942, replace the provisions for the cost-of-living bonus in the original agreements (LABOUR GAZETTE, May, 1940, page 493) by the same clause as quoted above for the boilermakers' union.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THE NATIONAL UNION OF OPERATING ENGINEERS, LOCAL No. 3.

Supplementary agreement made January 28, 1942, replaces the provisions for the cost-of-living bonus in the original agreement (LABOUR GAZETTE, June, 1940, page 606) with reference to cost-of-living bonus, by the same clause as quoted above for the boilermakers' union.

VANCOUVER, B.C.—A SHIPBUILDING COMPANY AND THE AMALGAMATED BUILDING WORKERS OF CANADA, PATTERNMAKERS' UNIT.

Supplementary agreement made January 27, 1942, replaces the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, December, 1941, page 1570) by the same clause as quoted above for the boilermakers' agreement.

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE INTERNATIONAL ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 170.

Supplementary agreements made January 28, 1942, replace the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, July, 1940, page 728, and February, 1941, page 180) by the same clause as quoted above for the boilermakers' agreement.

VANCOUVER, B.C.—A SHIPBUILDING COMPANY AND THE SHEET METAL WORKERS INTERNATIONAL ASSOCIATION, No. 280.

Supplementary agreement made January 28, 1942, replaces the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, July, 1940, page 729) by the same clause as quoted above for the boilermakers' agreement.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND THE BOILERMAKERS AND IRON SHIPBUILDERS OF CANADA (LOCAL No. 2).

Supplementary agreement made in February, 1942, replaces the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, May, 1940, page 493) by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

For one company the agreement is in effect from October 1, 1941, for the duration of the war and wartime contracts. This agreement is

similar to the one previously in effect and summarized in the LABOUR GAZETTE, February, 1941, page 181, with these exceptions:

Only union members to be employed. Wages: to the basic minimum wages of \$1 per hour for electricians and 50 and 62½ cents for helpers, a flat cost-of-living bonus of 7 cents per hour is added. These rates are subject to adjustment in accordance with changes in the cost of living, based on Order in Council P.C. 7440 and amendments.

Supplementary agreements were made in February, 1942, to the above agreement and to the agreement with the other company, replacing the provisions for cost-of-living bonus in their agreements by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—A SHIPBUILDING COMPANY AND THE AMALGAMATED BUILDING WORKERS OF CANADA, CARPENTERS AND JOINERS' SECTION.

Supplementary agreement made in February, 1942, replaces the provisions for cost-of-living bonus in the original agreements (LABOUR GAZETTE, December, 1941, page 1571) by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1358.

Supplementary agreement made February 16, 1942, replaces the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, December 1941, page 1571) by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND THE DOCKYARD AND SHIPYARD WORKERS' UNION.

Supplementary agreements made in February, 1942, replace the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, February, 1941, page 181) by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—A SHIPBUILDING COMPANY AND THEIR FOUNDRY EMPLOYEES.

Supplementary agreement made in February, 1942, replaces the provisions for cost-of-living bonus in the original agreement (LABOUR GAZETTE, December, 1941, page 1570) by the same clause as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THE BROTHERHOOD OF PAINTER PAPERHANGERS AND DECORATORS OF AMERICA, LOCAL 1163.

The agreement which came into effect June 9, 1941 between the company and the painter employed by them was summarized in the LABOUR GAZETTE, December, 1941, page 1677. It was replaced by an identical agreement between the company and the Brotherhood of Painters, Paperhangers and Decorators of America, Local 1163. A supplementary agreement between these two parties, made February 23, 1942, replaces the provisions for the cost-of-living bonus by the same clauses as quoted above for the boilermakers' agreement at Vancouver.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND THE INTERNATIONAL ASSOCIATION OF JOURNEMEN PLUMBERS AND STEAMFITTERS, LOCAL 324.

The agreement between one company and the union was summarized in the LABOUR GAZETTE, February, 1941, page 181. A supplementary agreement was made in February, 1942, replacing the provisions for the cost-of-living bonus by the same clause as quoted above for the boilermakers' agreement at Vancouver. For the other shipbuilding company, the previous agreement, as noted in the LABOUR GAZETTE, February, 1941, page 181, was made with their employees. A new agreement was made February 26, 1942, between this company and the union which is the same as the union agreement with the first mentioned company with the provisions of the supplementary agreement incorporated.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND THE AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

Supplementary agreements made in February, 1942, replace amendments of June 1, 1941 (LABOUR GAZETTE, December, 1941, page 1571) to the original agreements (LABOUR GAZETTE, February, 1941, page 180) by providing that the base rate of wages be 90 cents per hour for mechanics, effective from June 1, 1941, and that no further requests for increases in wages be made for the duration of the war and wartime contracts. When the union is unable to supply the labour required, others may be employed without interference. The same clause re cost-of-living bonus quoted above in the boilermakers' agreement at Vancouver is in this supplementary agreement.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a

collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the

pirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of three new agreements and the amendment of one agreement and the correction of another, as noted below. Requests for the amendment of the following agreements were published in the *Quebec Official Gazette*: for building trades at St. John and Iberville and building trades at Chicoutimi, in the issue of March 7; for the ornamental iron and bronze industry in Montreal, in the issue of March 14; for barbers and hairdressers at Chicoutimi, in the issue of March 21; for garages and service stations at Montreal and barbers at Hull, in the issue of March 28. In addition, Orders

in Council were published in the *Quebec Official Gazette* during March, approving or amending the constitution and by-laws of two parity committees, and others approving the levying of assessments by seven parity committees.

Manufacturing: Vegetable Foods

BAKERS AND BAKERY SALESMEN, MONTREAL

A correction in the wording of the Order in Council which was summarized in the LABOUR GAZETTE, March, 1942, page 352, was published in the *Quebec Official Gazette* of March 21, but does not affect the summary as given in the LABOUR GAZETTE.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 11, and published in the *Quebec Official Gazette*, March 14, makes obligatory the terms of an agreement between certain manufacturers of corrugated paper boxes and associations of their employees. Agreement to be in effect from March 14, 1942 to January 1, 1943 and thereafter from year to year, subject to notice, and applies throughout the province of Quebec.

Hours: 55 per week for all except maintenance men, shipping men and watchmen. Overtime and all work on Sundays and six specified holidays, time and one-half.

Minimum hourly wage rates are the same as in the previous agreement as amended. Some of these hourly rates for male employees after 6 months' experience are: operators of corrugating machine 55 cents, other operators 35 to 45 cents, truck drivers and maintenance men 35 cents, general helpers 30 cents, machinists 45 cents; a minimum average wage for male employees of 38 cents. For female employees, minimum hourly rates are: 26 cents for experienced employees, 22 cents for helpers and 17 cents for inexperienced hands; a minimum average wage for female employees of 30 cents per hour. For employees of both sexes, the average minimum wage is 30 cents per hour. A cost-of-living bonus is provided for, in accordance with federal Order in Council P.C. 8253 of October 27, 1941.

Service: Business and Personal

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated March 11, and published in the *Quebec Official Gazette*, March 14, amends the previous Orders in Council for these workers (LABOUR GAZETTE, August, 1941, page 1013). Hours for journeymen and apprentices: 9 per day. Overtime at 15 per cent extra for first five hours, and time and one-half for all additional overtime. A cost-of-living bonus is provided for in accordance with federal Order in Council P.C. 8253 of October 27, 1941.

BARBERS, VALLEYFIELD.

An Order in Council, dated March 26, and published in the *Quebec Official Gazette*, March 28, makes obligatory the terms of an agreement between Le Syndicat des Maîtres-Barbiers et Coiffeurs de Salaberry de Valleyfield (The Union of Master Barbers and Hairdressers of

Salaberry de Valleyfield) and Le Syndicat des Employés Barbiers et Coiffeurs de Salaberry de Valleyfield (The Union of Employed Barbers and Hairdressers of Salaberry de Valleyfield). This agreement is in effect from March 28, 1942, to March 27, 1944, and thereafter from year to year, subject to notice, and applies to the city of Salaberry de Valleyfield and within five miles of it.

Hours are 60 per week. Minimum wage rates: \$15 per week for regular barbers; for extra barbers, 60 per cent of the receipts of their work. A cost-of-living bonus is provided for in accordance with federal Order in Council 8253 of October 27, 1941. Apprenticeship to be for three years, and apprentices to be paid from \$6 per week after 6 months' experience to \$12 after 18 months. A scale of minimum prices to be charged customers is also included.

BARBERS AND HAIRDRESSERS, ROUYN AND NORANDA.

An Order in Council, dated March 11, and published in the *Quebec Official Gazette*, March 14, makes obligatory the terms of an agreement between L'Union des maitres-barbiers de

Rouyn et de Noranda (The Union of Masters Barbers of Rouyn and Noranda), L'Union des employeurs coiffeurs et coiffeurs de Rouyn et de Noranda (The Union of Employer Hairdressers of Rouyn and Noranda) and Le Syndicat des compagnons barbiers de Rouyn et de Noranda (The Union of Journeymen Barbers of Rouyn and Noranda) and L'Association des employés coiffeurs et coiffeuses Rouyn et Noranda (The Association of Employed Hairdressers of Rouyn and Noranda). Agreement is in effect from March 14, 1942, March 13, 1945, and thereafter from year to year, subject to notice, and applies to the towns of Rouyn and Noranda and the township of Rouyn.

Hours: 57 per week. Minimum wage rates for journeymen barbers \$15 per week plus 10 per cent of receipts in excess of \$25 made by him during the week; for skilled female hairdressers, \$12.50 per week. A cost-of-living bonus is provided for in accordance with federal Order in Council P.C. 8253, of October 27, 1941. A scale of minimum charges to customers is also included in this agreement. Apprenticeship is for three years with wages from \$6 to \$12.50 per week.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Manitoba and Saskatchewan

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it

has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Manitoba

Service: Business and Personal

HAIRDRESSERS, WINNIPEG AND NEIGHBOURING MUNICIPALITIES

An Order in Council, dated March 13, and published in *The Manitoba Gazette*, March 21, makes binding the terms of a schedule of wages and hours for the hairdressing industry in the cities of Winnipeg and St. Boniface, the municipalities of St. Vital, Fort Garry, St. James, East and West Kildonan, the towns of Transcona and Tuxedo and the village of Brooklands. Schedule to be in effect from April 1, 1942, until a new schedule has come into operation or until notice.

Hours: 48 per week, with not more than 10 in a day and so arranged that each employee has one half holiday each week. Overtime allowed only on permit from the Department of Labour and not more than 3 hours per day, 2 days per week, 20 days in a year; overtime to be paid at regular rates. Minimum wage rates for a 48-hour week: operators (with 18 months' experience in the trade) \$14; improvers (persons with one thousand hours' training in any school) from \$8 per week during first four months' employment as an improver to \$12 during third four months; part time workers \$3.50 per day or part thereof. A schedule of minimum charges to customers is also included.

Saskatchewan

Manufacturing: Vegetable Foods

BAKERS, MOOSE JAW.

An Order in Council, dated March 2, and published in *The Saskatchewan Gazette*, March 16, with correction in the March 31 issue makes binding the terms of a new schedule of wages and hours for the bakery industry in the city of Moose Jaw and within 5 miles of it. Schedule to be in effect from March 26, 1942, "during pleasure."

Hours: 54 except inside sales persons and finishers, wrappers or packers of cake or bakery products who work a 48-hour week. Overtime at time and one-quarter. Employees to be allowed nine specified holidays or a day in lieu thereof. One week's vacation with pay. Minimum weekly wage rates: foremen \$30; cakebaker \$25; doughman \$25.50 (an increase of 50 cents); benchhands and ovenman \$23.50 (an increase of 50 cents); shipper \$18.50 (an increase of 50 cents); apprentices from \$10 during first six months to \$18 during sixth six months; trucker, relief outside salesmen and male bread wrappers \$18, inside sales persons and finishers, wrappers or packers of cake or bakery products from \$8 during first three months to \$13 after six months; stable-

man \$20; outside salesman, a commission of 20 per cent on retail sales and 8 per cent on wholesale sales, with a minimum of \$18 per week; delivery salesmen providing their own vehicles, \$35. One apprentice allowed to every three journeymen or fraction thereof.

Construction: Buildings and Structures

ELECTRICAL WORKERS, REGINA.

An Order in Council, dated March 2, and published in *The Saskatchewan Gazette*, March 16, as corrected in the March 31 issue makes binding the terms of a schedule of wages and hours for the electrical industry in the city of Regina and within five miles of it. The schedule to be in effect from March 26, 1942, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime and all work on holidays to be paid at time and one-half. Minimum hourly wage rates: journeymen electrical workers \$1, probationary journeymen (those who have obtained a licence but have worked less than one year after) 90 cents, helpers from 30 cents during first six months to 65 cents during fourth year, foremen 16 cents over the journeymen's rate. A special rate of wages for any handicapped workers.

Slave Labour—German Style

The Labour Press Service published by the Labour Division of the United States War Production Board recently contained an interesting article dealing with the manner in which the Germans treated labour in occupied countries. The article follows:

When several Polish firms recently attempted to raise the wages of their workers, they were compelled by German authorities to cut them to the former low level. The price of rationed bread had not risen, said the Germans, therefore there was no reason to increase wages. Polish workers said existing wages were inadequate to meet the high level of prices. "I frankly admit that your wages would be insufficient for free men," the Nazi official replied, "but for slaves even these wages are too high."

When the Nazis invaded Poland, Jews were banned from all trades but tailoring and shoemaking. Gradually however, the Germans were compelled to relax the racial restrictions and to permit the Jews to work in more and more industries. The textile industry, especially, was one from which Jews were strictly banned. Today 80,000 Jews are employed in this industry in Lodz and the surrounding towns alone.

A new feature introduced by the Nazis into Jewish labour is the organization of a collective. In the Warsaw Ghetto, for example, there are seven collective tailor workshops, each employing about 1,000 workers. Each collective must fulfill a given quota within a specified period of time. Failure brings punishment to all members. Thus, when one of the Jewish collectives in Warsaw failed to

deliver the required number of boots on time, the pay of each worker was immediately reduced by 20 per cent.

When one of the cabinet-making collectives sabotaged the Nazi program by producing several thousand window frames and doors, most of which were either too small or too large, the Gestapo ordered each worker arrested and imprisoned for three days. In order that production at the workshop should not be entirely disrupted, the workers had to serve their terms one at a time.

Wherever Poles are under German rule they must work a minimum 60 hour week but are paid less than 80 per cent of the lowest 48 hour week paid to any other nationality.

All labour falls under the heading of a state monopoly. No one is permitted to offer his or her services to accept employment, to change or to leave his work without permission of the authorities.

In order to obtain labourers for the Reich, Nazis have employed a gigantic "frame-up" in Norway. Several hundred persons a week have been arrested on trumped up charges—some as vague as "having the intention of escaping to Holland"—and sentenced to death by court martial. Their sentences are then commuted to penal servitude for life and they are shipped to Germany.

Germany now employs 2,000,000 foreigners from occupied countries, among them 1,000,000 Poles. The Reich has ordered 200,000 more workers conscripted for forced labour in Poland to build the great German defences on the Vistula, Hitler's new Wall of Europe.

PRICES, RETAIL AND WHOLESALE IN CANADA, MARCH, 1942

Cost of Living, Prices of Staple Articles and Index Numbers

THE Dominion Bureau of Statistics index number of the cost of living in Canada on the base period 1935 to 1939 as 100 advanced from 115.7 at the beginning of February to 115.9 at the beginning of March due to advances in the food group. Increases in the prices of butter, certain meats, fish, fruits and vegetables more than offset declines in the prices of eggs and lemons. The indexes for other groups were unchanged. Comparative figures for the total index at certain dates are 115.9 for March, 1942; 115.7 for February; 108.2 for March, 1941; 104.6 for March, 1940; and 100.8 for August, 1939, the last prewar month. The wartime increase in the cost of living was therefore 15 per cent down to March 2, 1942, as compared with an increase of 25.2 per cent between July, 1914, and February, 1917, the equal period during the last war.

After adjustment to the base 100.0 for August, 1939, as required by Order in Council P.C. 8253 the index was 115.0 for March, 1942; 114.8 for February, 1942; 114.5 for January, 1942; and 114.6 for October, 1941, thus showing an advance of four tenths of one

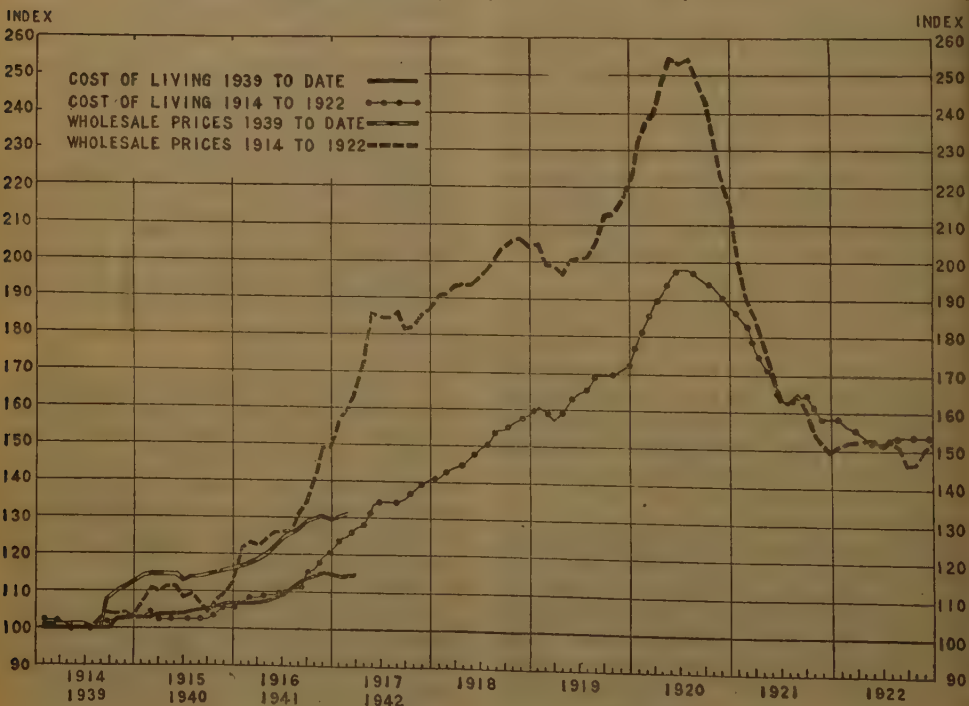
point between October, 1941, and March, 1942 and 15.0 points since August, 1939.

Foods advanced 24.6 per cent between August, 1939, and March, 1942; clothing 19.4 per cent; home furnishings and services 16.4 per cent; fuel and light 14.0 per cent; rent 7.7 per cent; and miscellaneous 5.7 per cent.

The control of prices under an Order in Council of November 1, 1941, P.C. 8522 became effective on December 1, 1941, the Order having been amended to change the effective date from November 17 to December 1. The text of P.C. 8527 which appeared in the LABOUR GAZETTE for November, 1941, on page 1371 provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, except under the regulations of the Wartime Prices and Trade Board. In the LABOUR GAZETTE for December, 1941, on pages 1498 to 1501 under the title "Stabilization of Prices in Canada", there appears an article outlining the technique of price control and in subsequent issues under the title "Operation of Price Control in Canada" the activities of the Board in the operation of the price

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1942

BASE: PRICES IN JULY, 1914, AND IN AUGUST, 1939 = 100



DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

	Adjusted to base 100-0 for August, 1939	On base of average prices in 1935-1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscel- laneous
1913		79.7	88.3	74.3	76.9	88.0		70.3
1914		80.0	91.9	72.1	75.4	88.9		70.3
1915		81.6	92.7	69.9	73.8	96.8		70.9
1916		88.3	103.3	70.6	75.4	110.8		74.5
1917		104.5	133.3	75.8	83.8	130.3		81.5
1918		118.3	152.8	80.2	92.2	152.3		91.4
1919		130.0	163.3	87.6	100.7	175.1		101.2
1920		150.5	188.1	100.2	119.9	213.1		110.3
1921		132.5	143.9	109.2	127.6	123.4		112.5
1922		121.3	121.9	113.7	122.2	147.0		112.5
1923		121.7	122.8	116.6	122.2	145.1		111.7
1924		119.5	120.9	117.4	119.2	141.7		109.6
1925		120.6	126.3	117.4	116.8	141.3		107.5
1926		121.8	133.3	115.9	116.8	139.1		106.1
1927		119.9	130.8	114.5	114.4	135.6		105.1
1928		120.5	131.5	117.3	113.2	135.5		104.8
1929		121.7	134.7	119.7	112.6	134.8		105.0
1930		120.8	131.5	122.7	111.8	130.6		105.4
1931		109.1	103.1	119.4	110.0	114.3		103.3
1932		99.0	85.7	109.7	106.8	100.6		100.4
1933		94.4	84.9	98.6	102.5	93.3		98.2
1934		95.6	92.7	93.2	102.1	97.1		97.8
1935		96.2	94.6	94.0	100.9	97.6	95.4	98.7
1936		98.1	97.8	96.1	101.5	99.3	97.2	99.1
1937		101.2	103.2	99.7	98.9	101.4	101.5	100.1
1938		102.2	103.8	103.1	97.7	100.9	102.4	101.2
1939								
January 1	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3
September 1	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3
October 2	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7
November 1	103.0	103.8	107.1	104.4	105.3	99.6	101.0	101.9
December 1	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0
Year		101.5	100.6	103.8	101.2	100.7	101.4	101.4
1940								
January 2	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8
February 1	103.0	103.8	104.5	104.4	105.8	103.3	104.3	101.9
March 1	103.8	104.6	104.8	104.4	105.7	107.8	105.9	101.9
April 1	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8
May 1	104.1	104.9	104.4	106.9	106.1	107.8	106.2	101.8
June 1	104.1	104.9	103.8	106.9	106.0	109.1	106.5	101.8
July 2	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2
August 1	105.1	105.9	105.4	106.9	108.4	109.1	106.9	103.0
September 2	105.6	106.4	105.4	106.9	108.5	112.4	108.9	102.8
October 1	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8
November 1	106.9	107.8	108.7	107.7	108.5	113.5	110.0	102.8
December 2	107.1	108.0	109.1	107.7	108.5	113.5	110.7	102.8
Year		105.6	105.6	106.3	107.1	109.2	107.2	102.3
1941								
January 2	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1
February 1	107.3	108.2	108.8	107.7	108.7	114.1	111.5	103.1
March 1	107.3	108.2	109.0	107.7	108.9	114.2	111.6	102.9
April 1	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9
May 1	108.5	109.4	109.7	109.7	109.2	114.5	111.8	105.1
June 2	109.6	110.5	112.5	109.7	110.2	114.9	112.1	105.6
July 2	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6
August 1	112.3	113.7	121.3	109.7	110.5	115.7	114.3	106.1
September 2	113.8	114.7	123.3	109.7	110.9	117.4	115.8	106.4
October 1	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5
November 1	115.4	116.3	125.4	111.2	112.7	120.0	117.9	106.7
December 1	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7
1942								
January 2	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8
February 2	114.8	115.7	123.1	111.2	112.9	119.8	118.0	107.1
March 2	115.0	115.9	123.7	111.2	112.9	119.8	118.0	107.1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100. The cost of living bonus provided for by P.C. 8253 must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at basic wage rates of twenty-five dollars or more per week, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1942

Commodities	Unit	Mar. 1914	Mar. 1915	Mar. 1917	Mar. 1918	Mar. 1920	Mar. 1922	Mar. 1926	Mar. 1929	Mar. 1933	Mar. 1937	Mar. 1939	Mar. 1941	Feb. 1942	Mar. 1942
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak.....	lb.	24.0	23.3	28.1	33.3	37.3	28.3	29.0	35.0	20.5	23.6	27.2	31.5	33.9	34.0
Beef, round steak.....	lb.	20.4	24.1	30.2	32.4	24.0	23.5	30.0	16.3	19.2	23.0	27.2	30.1	30.1	30.1
Beef, rib roast.....	lb.	18.7	22.9	27.8	29.3	21.8	21.5	27.6	15.3	17.6	20.4	26.8a	29.4a	29.4	29.4
Beef, shoulder.....	lb.	18.4	16.0	19.1	23.8	24.4	16.1	15.8	11.8	10.9	1.8	15.5	18.9b	21.2b	21.1
Beef, stewing.....	lb.	17.7	17.7	17.7	17.7	20.4	12.5	12.2	17.3	8.8	10.6	12.9	15.5	17.7	17.7
Veal, forequarter.....	lb.	17.3	17.7	21.6	26.0	26.3	19.7	19.3	24.9	12.5	14.4	16.7	18.9	21.3	22.1
Mutton, hindquarter....	lb.	20.9	20.5	26.5	32.3	33.9	26.6	29.5	30.5	17.7	21.9	23.8	29.7c	31.8c	32.4
Pork, fresh, from ham..	lb.	20.2	18.5	26.8	34.4	37.5	29.5	29.7	28.0	12.1	20.5	23.7	22.3	29.4	29.7
Pork, salt mess.....	lb.	18.4	17.4	23.4	32.6	35.8	26.2	27.4	26.5	13.5	19.7	21.2	20.1	24.0	23.9
Bacon, not sliced.....	lb.	25.9	24.9	33.2	46.5	52.6	40.5	41.9	37.9	17.2	26.8	30.6	28.2	39.1	39.3
Bacon, sliced.....	lb.	17.7	17.7	17.7	17.7	56.5	45.0	46.1	42.5	20.2	32.0	33.9	32.6	43.1	43.1
Fish, salt cod.....	lb.	17.7	17.7	17.7	17.7	24.5	21.6	20.7	20.9	17.3	17.3	18.2	19.8	24.3	24.5
Fish, finnan haddie....	lb.	17.7	17.7	17.7	17.7	20.9	19.7	20.1	20.5	16.4	16.9	17.2	19.4	22.6	23.3
Lard.....	lb.	18.8	17.6	26.4	34.0	39.6	21.5	24.7	22.2	11.5	16.6	12.8	10.4	16.0	16.0
Eggs, fresh.....	doz.	37.0	28.6	46.9	58.9	71.9	50.7	46.4	51.3	27.8	29.8	30.1d	27.4d	39.1d	38.2d
Eggs, cooking.....	doz.	33.3	26.7	41.8	50.5	63.8	45.6	38.7	44.7	22.6	24.7	25.3f	23.9f	34.6f	33.6f
Milk.....	qt.	8.9	9.2	10.1	12.0	15.1	12.7	12.2	12.5	9.4	10.7	10.9	11.4	11.8	11.8
Butter, dairy.....	lb.	30.6	32.2	42.7	48.8	66.3	37.5	45.6	44.5	23.1	26.6	23.9	34.2	35.0	35.0
Butter, creamery.....	lb.	35.5	37.4	48.7	54.3	72.9	43.5	50.7	49.0	26.9	29.9	26.8	38.2	38.4	38.9
Cheese, Canadian, mild	lb.	19.2	21.8	30.1	30.4	38.2	28.4	32.7a	33.8a	19.3a	22.4a	22.3a	24.1	36.5	36.5
Bread, white.....	lb.	4.3	4.8	6.1	7.7	9.1	7.0	7.6	7.7	5.5	6.8	6.6	6.7	6.8	6.8
Flour.....	lb.	3.2	4.3	5.3	6.7	7.6	4.8	5.4	4.9	2.6	4.3	3.0	3.7	3.6	3.6
Rollod oats, bulk.....	lb.	4.2	5.2	5.5	7.7	8.3	5.5	5.8	6.3	4.5	5.7	5.0	5.2	5.7	5.7
Rice.....	lb.	5.9	5.9	9.2	10.3	16.0	9.6	10.9	10.4	8.0	8.1	8.1	9.2	10.5	10.7
Tomatoes, canned, 2½s.	tin	10.2	14.5	19.6	20.8	19.2	17.6	16.0	11.5	12.4	10.5	11.9	12.5	12.5	12.5
Peas, canned, 2½s.....	tin	10.1	15.9	23.5	21.6	17.0	16.5	16.2	11.6	12.5	10.5	12.1	13.3	13.4	13.4
Corn, canned, 2½s.....	tin	6.0	6.8	12.8	16.8	11.7	8.6	7.9	11.7	3.8	7.5	5.0	6.4	6.5	6.5
Beans, dry.....	lb.	10.6	12.4	4.9	10.6	12.4	4.9	7.8	3.4	4.0	4.1	4.5	6.5	6.5	6.7
Onions.....	lb.	10.5	8.2	24.6	18.0	35.8	13.0	24.5	10.4	7.7	16.4	11.2	10.6	16.9	18.0
Potatoes.....	75 lb.	105.0	82.5	246.7	180.4	350.8	130.0	245.1	109.4	77.5	164.8	112.4	106.5	169.5	180.3
Potatoes.....	15 lb.	12.5	11.8	14.2	21.3	28.7	22.6	19.6	21.2	14.7	16.1	15.7	14.9	15.6	15.2
Apples, evaporated.....	lb.	12.2	12.8	14.0	17.1	27.0	18.4	15.7	13.7	10.8	11.6	10.7	11.5	12.6	12.7
Prunes, medium.....	lb.	12.2	12.8	14.0	17.1	25.1	20.0	17.9	15.8	17.0	16.8	16.7	16.6	17.2	17.2
Raisins, seedless, 16 oz.	pkg.	12.2	12.8	14.0	17.1	25.1	20.0	17.9	15.8	17.0	16.8	16.7	16.6	17.2	17.2
Currents.....	lb.	12.2	12.8	14.0	17.1	25.1	20.0	17.9	15.8	17.0	16.8	16.7	16.6	17.2	17.2
Peaches, canned, 2½s....	tin	12.2	12.8	14.0	17.1	25.1	20.0	17.9	15.8	17.0	16.8	16.7	16.6	17.2	17.2
Corn syrup, 5 lb.....	tin	12.2	12.8	14.0	17.1	25.1	20.0	17.9	15.8	17.0	16.8	16.7	16.6	17.2	17.2
Sugar, granulated.....	lb.	5.6	8.1	9.1	10.8	18.2	8.6	7.9	7.5	5.6	6.3	6.4	7.5	8.6	8.6
Sugar, yellow.....	lb.	5.2	7.3	8.4	10.8	16.9	8.2	7.5	7.1	5.5	6.2	6.3	7.4	8.4	8.4
Tea, black.....	lb.	34.4	36.9	42.7	50.9	66.5	54.2	71.5	70.5	41.2	52.1	58.6	68.9	83.5	83.8
Coffee.....	lb.	38.1	38.9	40.7	40.7	60.6	61.3	60.3	39.7	35.6	34.1	45.7	48.0	47.9	47.9
Cocoa, ½ lb.....	tin	8.74	8.56	10.66	11.47	14.34	17.39	18.03	16.38	15.35	14.78	14.65	15.84	16.60	16.60
Coal, anthracite, U.S....	ton	6.17	5.95	8.17	9.26	10.69	10.99	10.52	10.11	9.44	9.39	9.44	10.03	10.57	10.61
Coal, bituminous.....	ton	6.17	5.95	8.17	9.26	10.69	10.99	10.52	10.11	9.44	9.39	9.44	10.03	10.57	10.61
Coke.....	ton	6.17	5.95	8.17	9.26	10.69	10.99	10.52	10.11	9.44	9.39	9.44	10.03	10.57	10.61
Wood, hard, long.....	cord	6.71	6.63	7.93	10.97	12.40	12.59	12.27	12.30	10.03	9.52	9.56	10.16	11.27	11.22
Wood, hard, stove.....	cord	5.10	5.00	5.78	7.91	9.50	9.37	8.89	8.82	7.59	7.21	7.14	7.54	8.14	8.26
Wood, soft, long.....	cord	5.10	5.00	5.78	7.91	9.50	9.37	8.89	8.82	7.59	7.21	7.14	7.54	8.14	8.26
Wood, soft, stove.....	cord	5.10	5.00	5.78	7.91	9.50	9.37	8.89	8.82	7.59	7.21	7.14	7.54	8.14	8.26

a Rolled. b Blade. c Lamb. d Grade A. f Grade B. h Kind most sold.

control policy are summarized. Prices of fresh fruits and vegetables, furs and certain kinds of fresh, cured and canned fish were exempted by the Board from the provisions of the maximum prices regulations. The order does not apply to sales by farmers and fishermen to dealers or processors of live stock, poultry, eggs, milk, cream, dairy butter, farm made cheese, honey, maple syrup and fish but does apply to sales by such dealers and processors and to sales by farmers and fishermen to consumers. On December 19, 1941, the Board announced that an increase in the price of milk by one cent per quart might be authorized in certain areas and under specified conditions. Authorization for similarly limited increases

in retail prices of some kinds of tea in certain provinces, by amounts up to five cents per pound, was announced on January 16. On January 20 the Board re-established the price ceiling on onions, the basic period being the week ended January 10, 1942, and on March 10 the price ceiling on potatoes was re-established, the basic period to be February 2 to February 7.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between \$450 and \$2,500 in 1938. The average expenditure was \$1,453.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent),

\$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index was \$40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100.0; September, 100.0; October, 103.8; November, 104.3; December, 104.3; January, 1940, 104.2; February, 104.3; March, 105.5; April, 105.5; May, 105.3; June, 105.3; July, 106.4; August, 106.8; September, 107.9; October, 108.4; November, 109.7; December, 110.0; January, 1941, 110.4; February, 110.1; March, 110.2; April, 110.7; May, 110.9; June, 112.7; July, 114.9; August, 117.7; September, 119.4; October, 120.1; November, 121.4; December, 120.6; January, 1942, 119.9; February, 120.3; March, 120.6.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with prices in the period of 1914-1922.

Wholesale Prices

In wholesale prices the Dominion Bureau of Statistics index number on the base 1926 as 100 was 95.1 for March as compared with 94.6 for February; 93.8 for October, 1941; 85.9 for March, 1941, and 72.3 for August, 1939, the last pre-war month. In the classification according to chief component materials four of the eight main groups advanced during the month the greatest increases, one per cent, being in the vegetable products group and in the animal products group. One group was fractionally lower and three were unchanged. The increase in the general index between August, 1939, and March, 1941, was 31.5 per cent. Canadian farm products advanced 34.9 per cent in the same period; consumers' goods 31.0 per cent and producers' goods 31.0 per cent also. The general index advanced 59.8 per cent between July, 1914, and February, 1917, the equal period during the last war.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of March of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada.

All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing, with the exception of milk and bread, is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

By Order in Council P.C. 8965, dated November 21, 1941 (LABOUR GAZETTE, December, 1941, page 1462) the price ceiling established by P.C. 8527 (LABOUR GAZETTE, November, 1941, page 1371) was extended to rentals charged for all real property, the order to be administered by the Wartime Prices and Trade Board. Under authority conferred by Order in Council P.C. 5003 (LABOUR GAZETTE, October, 1940, page 995), the Board from time to time fixed maximum rentals for housing accommodation in certain of the cities in the list on page 494. In these cities the maximum rentals already fixed continue unchanged, based in some cases on those in effect on January 2, 1940, and in the others on those in effect on January 2, 1941. The former are Halifax, New Glasgow, Sydney, Thetford Mines, Kingston, Ottawa, Windsor, Brandon, Calgary, Nanaimo, New Westminster, Prince Rupert, Vancouver and Victoria; the latter are Truro, Moncton, Brockville, Belleville, Fort William, Hamilton, Niagara Falls, Oshawa, Peterborough, Port Arthur, St. Catharines, Sault Ste. Marie, Regina, Edmonton, Medicine Hat and Lethbridge. In all the other cities in the list the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941. Provision is made under the orders of the Board for variation of the maximum rentals

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal			Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.	Lamb, leg roast, per lb.	Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
Dominion (average).....	34.1	30.3	29.5	21.5	17.9	24.3	22.1	32.4	33.0	29.7	25.3	23.9	39.3	43.1
Nova Scotia (average).....	35.6	29.9	29.0	21.9	17.7		16.3	33.4	32.0	33.2	25.9	22.6	38.0	42.1
1—Sydney.....	38.5	31.3	31.3	25	19.7		17	33		34.5		23.2	38	43.1
2—New Glasgow.....	35.7	31.1	30.7	23.1	18.1		15	35	33.4	35	28.3	23.8	37	42.1
3—Amherst.....	33.3			27.7	16.3			35			25	21		43.1
4—Halifax.....	33.5	27.3	25.9	19.3	18		17	30.4	30.5	30	24.5	21.3	39	41.1
5—Windsor.....												23		43.1
6—Truro.....	37.2	29.8	29.4	20	16.4				32.2		25.8	23.5		43.1
7—P.E.I.—Charlottetown.....	33.6	27.8	26.0	20.2	17.6	20.0	17.0	32.5	31.8	33.0	24.5	22.8	40.0	43.1
New Brunswick (average).....	37.6	29.2	28.8	20.5	16.3	23.2	21.0	32.9	31.5	30.5	24.9	23.6	36.0	42.1
8—Moncton.....	35.7	27.5	27	20.5	15.5		25	33.3	32.5	32	26.9	23.3		44.1
9—Saint John.....	39.2	30.7	29.8	21.7	17.5	22	17	30.9	32.1	29	25	23.4	36	40.1
10—Fredericton.....	37.8	29.3	29.5	19.3	16	24.3		34.5	30		22.8	24.1		43.1
11—Bathurst.....												23.7		40.1
Quebec (average).....	32.3	29.9	26.0	20.4	14.3	22.9	22.8	31.5	27.7	27.2	22.7	23.0	37.0	40.7
12—Quebec.....	32	30.1	22.3	20.8	12	22.3	23	28.3	22.3	23	21.6	22.5		37.4
13—Three Rivers.....	32.3	29	24.4	19.3	15.6	22.6	23	30.4	26.3	28	22.9	21.5	41	44.9
14—Sherbrooke.....	35.9	32.8	29.3	24	16.6	24.5	18	34	30	30	22.3	23.1	33	36.6
15—Sorel.....	31.5	29.6	26.7	17.9	13.6	21.4		30	27.8		20.6	22.1		44.2
16—St. Hyacinthe.....	27.7	26.9	24.1	19.4	15.4	24.6		31.3	25.5		21.7	18.8		44.4
17—St. John.....	37	30.7	30	21.3	14.6	25		37.7	34		25	24.3		41.2
18—Theftford Mines.....	25.2	27.7	21.2	18.8	12.5		25	30.7	23.5	22	21.6	22.7		36
19—Montreal.....	36.1	32.2	29.2	20.9	14.5	21.5	25	32.5	29.9	33	23.8	25.6		42.1
20—Hull.....	32.6	29.9	26.7	21.6	13.7	21.3		29	29.6		24.5	26.3		39.6
Ontario (average).....	34.2	31.2	30.8	22.4	15.6	25.6	24.2	32.8	35.0	31.2	26.5	24.9	39.3	42.8
21—Ottawa.....	36.5	32.3	32.7	23.6	18.7	23	21	32.5	32.3	30.5	25.4	25.5	41.5	44
22—Brockville.....	36.7	33.5	32.7	23	20.4		32	32.3	32.7		24	25.2		41.7
23—Kingston.....	32.9	29.5	30.1	22.3	16.2	23.3	20	31.5	34.3	35	25.8	26.1	40	42
24—Belleville.....	30	29	28.7	19.6	15.5	26.3		33	33	30	25.8	21		42.2
25—Peterborough.....	34.3	30.8	31.2	22.2	18	28.2	28	33.8	35.7	27	26.1	26.2		42.2
26—Oshawa.....	33.6	31.4	32	22.1	20.2		25	34.3	35.8	29	27.2	23.3	43	43.1
27—Orillia.....	33.8	29.6	30	22.3	19.5	25.7		31.3	34		27.7	25		43.6
28—Toronto.....	37	32.4	34.9	24.5	20.6	26.5	20.5	33.5	36.3	32	25.1	26.8	39	45.2
29—Niagara Falls.....	35.3	32.3	32.2	23.7	16.1	26		33.8	36.2		26.5	25		42.5
30—St. Catharines.....	34.8	32.3	33	24	16.7	23	27	33.6	36.2	30	26.9	27.1	40	41.2
31—Hamilton.....	34.9	32.4	32.1	23.3	20.9	27.7	23	34	36	30	28.2	27	42	42.8
32—Brantford.....	33.9	30.5	30	23.1	16.9	26.1	25	32.7	35.9	29.5	28.2		38	44.6
33—Galt.....	33	30.7	31.3	22.7	20		25	33	35.7	33	27.3		40	44.9
34—Guelph.....	33.5	31.3	29.6	22.1	21.1	26		33	35.4		27.3			42.3
35—Kitchener.....	33.8	31.8	30.3	22.5	20.1	26.3		35.9	36.5		24.9	21.5		43.4
36—Woodstock.....	36.5	32.4	31	24	19.3	27.5		33	37.7		25.2			41.2
37—Stratford.....	34.4	31.8	32.8	23.6	22.8			32.6	35.5		25.6			45.2
38—London.....	35.1	32.2	31.9	22.7	19.8	26.2	25	33.4	35.8	30	26.3	25.7	35	42.7
39—St. Thomas.....	34.4	30.2	31.4	21.7	18	26.2	22.5	32	36.9	29	27.7		39	42.7
40—Chatham.....	34.1	31.7	31	23.3	17	27		33.5	36		27.6	24.6		42.6
41—Windsor.....	33.2	30.5	29.2	21.8	18	25.8	24	31.4	34	31	27.5	24.6		40.5
42—Sarnia.....	35	31	31.4	22.5	19.4	27		32.1	33.6		25.8	25		42.8
43—Owen Sound.....	33.4	30.3	30.8	20.9	18.9	24.7		30.5	33.6		25.2	28.3		43.7
44—North Bay.....	35.8	32.5	31.3	22.4	18.5	23.7		31.7	35.5		27.8	25.8		43.8
45—Sudbury.....	32.6	30.2	28.8	22.2	16.8	26.3	28	32.3	35.4	32	27.7	23.3	39	40.1
46—Cobalt.....							25				35		24	37
47—Timmins.....	30.1	27.9	28.7	20.7	17	23.5	23	32	34.1	35	26.2	25.7	39	40.2
48—Sault Ste. Marie.....	34.7	31.7	27.7	23	16.9	25	25	32.3	30.5	30	24.7	23.2	38	42.1
49—Port Arthur.....	34	31	29	19.8	18	24.3	23	32.4	34.7	32	26.4	24		45.6
50—Fort William.....	34.9	31.7	29.1	21.1	17.6	24.8	25	33.9	35.6	33	27.5	24		43.2
Manitoba (average).....	32.0	27.9	28.5	21.3	18.3	22.5	20.0	30.4	35.3	25.5	26.4	22.4	38.8	44.5
51—Winnipeg.....	33	28.2	27.3	20.9	19	22	20	31	36.2	26	28.3	22.4	42.5	43.8
52—Brandon.....	31	27.5	29.6	21.7	17.5	23	20	29.8	34.3	25	24.5		35	45.2
Saskatchewan (average).....	28.8	24.9	25.3	17.4	13.9	20.1	18.3	28.1	27.5	23.8	19.9	21.7	37.5	40.8
53—Regina.....	32.5	27.3	25.9	18.7	16.3	20.7	22	29.4	30.1	27	20.8	23		42.8
54—Prince Albert.....	21	19.3	20.7	13.5	10.7	17	16	24.7	21	18	15.3	18.3		35.9
55—Saskatoon.....	29.2	25	25.5	17.9	14.3	20.1	17	27.7	29.3	25	20.7	20.5	35	42
56—Moose Jaw.....	32.3	27.9	29	19.4	14.3	22.5	18	30.7	29.6	25	22.7	25	40	42.6
Alberta (average).....	32.4	28.3	27.2	19.7	16.6	20.6	18.3	30.7	32.5	26.8	24.1	22.5	37.7	43.9
57—Medicine Hat.....	35.6	30.6	30.8	22.3	20.7			31.3	34.5		22.8	23.3		42.9
58—Drumheller.....	32.7	30.5	24.3	20	16.7	21	20		33.7	28	25.5	22.5	35	42.1
59—Edmonton.....	27.7	23.9	24.5	16.6	13.2	19.4	16	27.8	31.9	22	23.8	21.6		41.3
60—Calgary.....	33.3	28.8	29.7	20	18.7	22	18	32.5	33.4	32	26.7	24.8	40	45.8
61—Lethbridge.....	32.6	27.8	26.6	19.5	13.9	20	19	31	20.2	25	21.8	20.5	38	47.3
British Columbia (average).....	37.6	32.9	33.5	22.8	22.9	27.4	26.2	34.7	35.2	31.5	26.9	25.3	42.8	48.1
62—Fernie.....	35	30	32.7	20.3	19.3	24		33.3	34		26	23.2		42.3
63—Nelson.....	36	32.5	33.7		24		27	36	37.7	35	29	25.5	40	45.7
64—Trail.....	37.2	32.8	31.6	22.8	23	26.6	25	33.7	35.6	33	26.8	25	40	46.1
65—New Westminster.....	36.6	31.9	33.3	22.2	22.5	25.1	21	33.4	33.1	29	25.5	24.6	44	48.7
66—Vancouver.....	38	33.3	32.4	23	24.5	27.1		33.8	33.6	29	26.5	26.3	43	51.1
67—Victoria.....	41.6	37.1	37.8	24.1	25.6	30.9		36.1	36.1		27.3	26.9		50.3
68—Nanaimo.....	39	33.2	33.2	24.6	24	28.3	30	35	33.8	28	25.7	25	45	51.4
69—Prince Rupert.....	37.5	32.5	33	22.5	20	30	28	36.4	37.7	35	28.3	26	45	49.5

a. Price per single quart higher.

b. Grocers' quotations.

ND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1942

Ham, boiled, salted, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy, prints, rolls, etc., per lb.	Creamery, prints, per lb.
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
64-5	21-5	30-4	18-3	24-5	23-3	21-3	16-0	19-4	38-2	33-6	11-8	35-0	38-9
64-7	16-8	35-3	17-5	23-3	18-6	22-0	17-2	19-5	44-6		11-3	37-5	41-9
67-5	13-3	32-2		21-5	19-1	19-8	17-1	18-8	46-7		13-14	35	41-1
65	18	35-6	17-5	22-7	18-3	24-1	17-5	19-6	45-5		11	40	42-5
60-8				22-9	18-3	22-5	18-1	19-9	43-4		10b		41-2
64-9	17-9	39		22-9		20-6	17	19-6	45-4		12		41-9
65-3	18	36-5		24-6		22-2	16	19-2	41-2		10		42-5
65-3	17	33		25-1		22-8	17-5	19-9	45-6		11b		42-4
64-3	17-4	34-5	20-0	22-9	20-3	21-0	17-1	19-1	38-5	34-0	9-10	37-0	39-9
62-4	18-3	31-7		23-7	19-8	22-2	17-3	19-4	40-5	38-0	11-8	40-0	41-0
65-1	15	35	20	23-1	19-2	23-3	17-4	19-9	42-2	38-4	12	40	41-2
65-4	19	36-7		24-5	18-6	22-4	16-7	19-2	44	39	13	40	40-8
				22-5	21-7	21-5	17-9	19-6	39-4	36-5	12	41	41-6
						21-5	17-3	19	36-3		10b		40-4
65-4	19-7	31-1	12-6	25-2	23-9	21-6	15-9	18-7	35-0	34-9	10-6	35-8	38-1
56-1	21	29-6				21	15-9	18-6	37-6	34-2	12	35	38
65-9	16-5	31-5	16			19-9	16-3	19	37-7	34-5	11	37	37-6
67-6	20	34	12-7	25		22-8	16-5	19	40-5	37-9	11-1	34	37-7
66-7		30	11		20	21-1	15-7	18-8	34-9	33-8	10b		38-9
63-8	18-7	32-2	11			22-3	15-9	19-1	36	33-9	9		37-7
67-5						21-8	15-4	18-7	37-8	34-4	9		38-7
65-9		29-5	12			21-3	17-1	18-6	36-2	32-6	9		38-8
68-3	20	33	12-7	25-4	25-7	21-3	15-3	18-5	41-8	36-1	12-13	37	37-8
66-9	22	29	12-5		23-3	22-6	15	18	39-9	36-3	12		37-9
64-1	20-6	30-4	22-9	23-7	23-2	21-5	16-0	19-1	38-4	34-7	12-3	37-2	38-6
67-1		32-6	21-5	27-1	21-3	21-7	15-8	18-9	41-1	37-7	12		38-6
64-5				24-3	25	21-5	15-8	19-2	38-8	33-9	12		37-8
61-3	19	31-8	23-3	23	22-6	23	15-7	19	37-7	34-3	12	37	37-5
61-7	23		18		21-7	21-2	16-1	18-9	36-7	34	12	39	38-5
62-8					22	21-1	15-4	18-8	37-5	33-5	12	35	38-4
64-9			20			22-5	15-5	19-4	39-4	35	12		39-2
61		20-5	28-7		26-3	21-5	16-2	19-2	34-9	32	12		39-2
65-8	20-4	34-2				20-5	16-2	19-1	40-8	35-3	12		38-9
62-9		28		23		20-8	15-6	19-4	39		12-5a		39-4
62-3	22			25	24-7	21-3	15-4	18-9	39-3		12-5a		30
64-7	22	33-6	29-2	25-7		20-9	15-5	18-9	40	37	12-5a		30-1
64-5	20-5	33-5	25		23-4	22-4	15	19-1	36-9	34-3	12	38	38-7
66-4			25	24-7	26-7	21-7	16	19-1	37-3	34-8	12	37-5	39-1
64-9		35	17-5		22-5	21-9	15-2	19-2	37-1		12		38-7
64-3		31-3	20			22-3	16-6	19-1	36-3	33-3	12		38-7
63-4				24-3	21-3	21-7	16	18-6	33-7		12		38-7
64-6	25	32-5	25		24-2	22-3	16-5	19-6	37	32-6	12		38-7
64-8	18	26-5	23-5	24-1	22-3	20-7	16-4	18-9	37-6	31-7	12		38-4
64-9	24	30	25	25-3		19-9	16-6	19-3	36-5		12		39-5
65-3				25-5	24-5	20-5	15-1	19-2	34-9	32	12		38-1
65-1	18	30-5	25-8		24-5	19-3	15-9	18-7	39	37	13	38	38
65-2			20	25-7		21-7	17-3	19-2	36-6	35-7	12		39-2
60-8						21	15-9	18-8	36-6		12		38-6
63-4				20-7	22-3	23	16-3	19-4	43-2		13		38-6
63-7		28-7	19-5	23-3		21-6	16-3	19-3	42-7	38-5	13	36	38-3
						22-7	14-7	19-3	42-7		12		38-5
64-3	15	28-4	17-7	22-5	22-3	21-9	17-8	19-4	43-5	39	14		38-5
63-1		22	26-7	20-7	22-6	20-3	16-3	19-3	42-1		13		38-9
66-5		32	31-7	21-7		21-8	15-9	18-3	37-1		12		38
66-1		27	17-7	19-9		20-5	15-9	18-6	37-7	31-7	12		38
65-9	26-8	29-3	20-4	27-0	23-0	21-4	15-0	20-3	36-4	33-0	11-5	33-0	37-0
65-8	28-5	29	25-8	27	23-6	19-9	14-7	19-5	38-5	33	12		37-1
65-9	25	29-6	15		22-3	22-8	15-3	21	34-3		11	33	36-8
62-1	27-1	27-1	11-7	26-8	22-7	20-4	14-3	20-4	33-9	29-0	12-8	31-9	36-8
62-6	28-1	27-5	12-1	28-3	23-5	20-8	15-4	21-8	35-7		13	30	36-7
61-3		24-3	10	25	20-3	19-4	13-5	19-5		28-9	12	30	37-5
59-9	23-7	27-5	10-5	27	24-3	20-6	13-8	20-4	35-5	31	13	35	36-5
64-4	29-5	29	14-3			20-6	14-5	20	30-4	27-5	13	29	36-6
62-5	26-3	29-5	14-9	27-8	26-1	20-9	14-7	19-8	34-5	28-4	11-6	28-4	37-1
61-4	25-7	30	12-2			19-5	14-8	19-6	33-2	26-7	12		36-6
63-3	25	29-5	14-5	27-7	27	21-9	14-8	20-6	33-3	26-9	10	30	37-9
59-9	26	28-3	20-1	27-5	26-5	21-3	14-3	19-2	34-9	30-4	12	26-5	36-5
63-3	27	28-9	14-7	28-2	25-5	21-7	14-7	19-7	36-8	29-2	12	30	37-2
64-7	28	31	13	25-3		20-2	14-7	19-7	34-4	28-8	12	27	37-1
66-6	22-2	26-8	14-3	27-6	27-5	19-7	16-3	20-1	35-6	34-7	11-8	37-5	39-7
65-8	25-7	29-3	14	27-3	26-7		14-9	20-9		34-7			37-9
70	25	31	14			18-5	14-8	21-8	35		12-5a	37	40-2
67-1	29	30-4	15-5	27-8	29-3	21-5	16-3	21-6	36-6		12-5a	35	38-3
64-9	22-4	22	18			18-9	16-3	19-2	33-3		10	39	39-6
67-7	20-6	23-7				18-7	15-9	18-3	34-1		10	39	39-2
66	19-6	28-3	10		24	20	16-7	19	34-7		13		39-7
68-3	20	25				20-7	16-9	19-6	35-2		11a		40-9
63	15	25			30		18-8	20-3	40-6		14-3a		41-9

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables					Beans common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	Tomatoes, choice, 2½" (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin	cents	cents	
Dominion (average)	36.5	6.8a	18.7	3.6	5.7	9.3	10.7	13.9	12.5	13.4	11.1	6.5	6.4	
Nova Scotia (average)	38.0	7.1	19.8	3.7	5.8	9.9	9.9	14.9	12.8	14.5	11.9	6.6	7.2	
1—Sydney	38.2	6.7-7.3	20	3.6	5.6	10	9	14.5	12.5	14.6	11.9	6.1	7.2	
2—New Glasgow	37.9	6.7-7.3	19.9	3.7	6	10	10.1	14.8	12.5	14.5	12.1	6.5	6.5	
3—Amherst	37.1	7.3	20	3.8	5.6	9.8	9.7	15	12.7	14.7	11.9	6.2	6.3	
4—Halifax	37.3	6.7-8	20	3.6	5.9	9.7	10.5	15.1	12.5	14.5	12	7.1	7.7	
5—Windsor	39	7.3c	18.7	3.8	5.7	9.5	10	15	13.4	13.9	11.3	6.9	7.7	
6—Truro	38.6	6.7	19.9	3.8	5.9	10.1	10.3	15	13.1	14.5	12.3	6.7	6.3	
7—P.E.I.—Charlottetown	34.5	7.3	19.9	3.7	6.2	9.9	10.0	14.7	13.7	14.5	10.9	6.5	8.3	
New Brunswick (average)	36.6	7.5	19.2	3.6	5.8	9.8	10.3	14.8	12.9	14.0	11.6	6.5	7.7	
8—Moncton	36.2	8	20.5	3.7	5.8	10	10.5	15	13.5	14.9	11.6	6.8	7.7	
9—Saint John	37.9	6.7-8	19.1	3.3	5.9	9.8	11.1	14.7	12.3	13.5	11.9	6.6	7.7	
10—Fredericton	37.3	7.3	18.8	3.7	6	9.5	11	14.5	12.7	14.1	11.1	6.5	7.7	
11—Bathurst	35	8c	18.4	3.7	5.6	9.8	8.5	15	13.1	13.6	11.7	5.9	6.3	
Quebec (average)	34.1	5.4	15.8	3.7	5.5	9.7	10.3	12.6	13.2	14.7	11.3	6.1	7.7	
12—Quebec	35.1	5.8-6	17.9	3.6	5.5	9.6	11.3	13.2	12.7	15	11.8	6.3	7.7	
13—Three Rivers	32.7	5.3	14.5	3.9	5.3	9.7	9.9	13.1	13	14.9	11	5.6	8.4	
14—Sherbrooke	33.7	5.3	14.7	3.7	5.8	9.7	10.4	12.9	14.2	15.4	10.8	6.1	7.4	
15—Sorel	33	4.7	14.7	3.4	5.2	9.8	9.6	12.4	12.2	15.4	11.3	6.5	8.2	
16—St. Hyacinthe	32.7	4	16.1	3.7	6	9.9	10.2	12.2	13.2	14.1	11.3	6	8.3	
17—St. Johns	34.7	5.3	17.1	3.8	5.5	9.6	11.3	12.4	15.7	15.1	11.7	5.7	8.3	
18—Theftford Mines	33.7	5.3	14.9	3.9	5.4	9.8	9.1	12.6	12.9	14.1	11.7	5.6	6.8	
19—Montreal	35.7	5.3-6.7	16.8	4	5.4	9.5	10.4	12	12.1	14	11.1	5.8	8.1	
20—Hull	36	5.3-6.7	15.1	3.6	5.4	9.6	10.4	12.7	12.6	14.5	10.7	7.1	7.4	
Ontario (average)	37.7	6.3	17.1	3.5	5.5	9.1	10.9	13.4	12.0	12.7	10.7	6.2	7.0	
21—Ottawa	35.9	6.7	16.5	3.9	5.6	9.1	11.8	13.2	12.5	14.3	11	6.6	7.4	
22—Brockville	35.3	6.3-6.7	14.4	3.7	5.4	8.9	11.1	13.6	13.1	13.3	10.8	6.5	7.8	
23—Kingston	35.1	5.3-6.7	15.8	3.7	5.2	9.1	10.4	13	12.3	13.1	10.7	6.6	7.1	
24—Belleville	37.4	5.3-6.7	16	3.7	5.3	8.9	10.5	13.1	12.4	12.7	11.8	6.1	6.9	
25—Peterborough	38.4	5.3-6.7	17.1	3.4	5.3	8.7	10.7	12.8	11.4	13.1	10.5	5.9	7.1	
26—Oshawa	38.4	5.3-6.7	17.8	3.2	6	9	10.1	13.3	12	12.6	10.6	6.4	7.1	
27—Orillia	38.8	6.7	16.3	3.4	5.1	8.9	10.8	13.6	11.6	12.7	12.4	5.9	7.2	
28—Toronto	41.6	6.7	18.1	3.6	5.2	8.9	10.6	13.1	11.5	12.1	11.1	6.3	7.4	
29—Niagara Falls	39.4	6	17.4	3.6	5.6	9.2	10.9	12.8	11.3	12.4	10.3	6.9	6.7	
30—St. Catharines	37.8	6.7	17.3	3.4	5.4	9.1	10.7	12.7	11.6	12.3	10.6	6.9	7.1	
31—Hamilton	40.5	6.6-7	17.2	3.4	5.4	8.8	10.7	13	11.7	12.4	10.5	5.8	7.3	
32—Brantford	38.4	6.6-7	17.4	3.4	5.5	9.1	11.4	13.5	12.1	12.5	10	5.8	6.8	
33—Galt	37.6	6.7	18.3	3.4	5.4	8.9	11.5	13.8	12.4	12.7	10.5	5.7	7.3	
34—Guelph	38.9	6	18.1	3.3	5.7	9	11	13.6	11.4	12.5	9.6	5.7	7.3	
35—Kitchener	38.8	6.7	17.7	3.3	5.6	9	11.5	14.1	12.5	13.2	10.8	6.6	7.1	
36—Woodstock	34.3	6	16.6	3	5.3	8.9	11	13.7	11.9	12.3	9.7	6.3	6.4	
37—Stratford	37	5.3	17.2	3.2	5.7	9.3	11.5	13.3	11.5	12.4	10.4	6.4	6.7	
38—London	37.3	6.7	18.9	3.4	5.5	8.8	10.9	13.2	11.9	12.4	10.1	5.9	6.7	
39—St. Thomas	38.9	5.3-6.7	20.1	3.6	5.6	9.3	11.1	13.3	12.1	12.4	11	6.1	6.6	
40—Chatham	38.3	5.3	18.2	3.6	5.1	8.9	11	13.5	11.3	11.7	8.8	5.2	6	
41—Windsor	39.3	5.3-6.7	17.7	3.5	5	9	10.7	12.7	11.4	11.7	10.5	5.4	6.1	
42—Sarnia	40.9	6	18.1	3.3	5.9	9.2	10.4	13.7	12.3	13	11.2	6.6	6.2	
43—Owen Sound	38.4	6c	16.4	3.2	5.7	9.5	9.9	13.4	12.5	13	10.8	6.1	7.1	
44—North Bay	38.4	6-6.7	16.3	3.9	6.2	9.7	12.5	14.4	12.6	13.2	11.2	6.7	8.2	
45—Sudbury	37	6.7	16.3	3.8	6.2	9.2	9.9	13.3	12.1	12.9	10.8	6	7.5	
46—Cobalt	36.3	6.7	16	3.9	5.7	9.7	11.7	15	12.6	15		5.7	7.7	
47—Timmins	35.2	7.3	18	3.8	5.8	9.8	11.1	14	12.7	13	11.0	5.9	7.8	
48—Sault Ste. Marie	37.6	6.7	16	3.6	5.7	9.3	11.6	14.2	12	13.5	12.5	7.5	7.7	
49—Port Arthur	35.1	6-6.7		3.6	5.7	9.3	10.3	12.7	11.5	11.4	10	6.2	7.3	
50—Port William	35.5	6-6.7	15.3	3.6	5.5	9	10.3	13	11.5	11.8	11.1	6.1	6.7	
Manitoba (average)	34.9	7.0	17.8	3.5	5.8	9.1	10.9	14.9	12.9	13.0	10.7	6.9	5.8	
51—Winnipeg	35	6.4-8	16.8	3.4	5.7	8.9	10.7	14.5	12.5	12.7	10.9	6.8	5.5	
52—Brandon	34.7	6.4-7.1	18.7	3.6	5.9	9.2	11	15.2	13.2	13.3	10.4	7	5.7	
Saskatchewan (average)	34.3	6.9	21.8	3.5	5.9	9.0	10.5	15.0	13.2	13.2	10.5	6.7	5.4	
53—Regina	35.2	6.4-7.2	20.5	3.4	6.5	8.8	10.4	14.9	12.8	13	11.5	6.7	5.4	
54—Prince Albert	33.1	6.4	21.7	3.5	5.8	9	10.2	15.1	13.7	13.9	10	7.3	6.1	
55—Saskatoon	34.8	7.2	22.9	3.6	5.5	8.9	11.3	15.1	13.4	13.1	10.9	6.5	5.3	
56—Moose Jaw	34	7.2	22.2	3.3	5.9	9.1	10	14.9	13	12.7	9.7	6.1	5.2	
Alberta (average)	31.9	7.8	22.4	3.5	5.8	9.0	11.6	14.6	12.5	13.1	11.0	6.9	5.4	
57—Medicine Hat	36.4	8	23.3	3.5	5.6	9	12.4	14.8	12.6	13	10	6.4	4.7	
58—Drumheller	35.4	7.1-8	22.5	3.5	6.3	9.2	12.5	14.9	12.8	14	10.8	7.1	5.7	
59—Edmonton	32.8	7.2-8	21.1	3.5	5.5	8.8	10.7	14.1	12.3	12.9	11.5	7.4	6.1	
60—Calgary	34.3	8	21.9	3.4	5.2	8.9	10.5	14.5	12.2	13.1	12.9	7	5.3	
61—Lethbridge	35.8	8	23.2	3.7		8.9	11.7	14.6	12.5	12.7	10	6.8	5.3	
British Columbia (average)	35.9	9.0	23.3	3.8	6.1	9.2	10.4	14.3	13.0	13.3	11.5	8.1	5.6	
62—Fernie	35.1	8	22	3.7	6	9	10.4	14.5	13.2	13.4	12	8.5	5.7	
63—Nelson	35.3	9	23.7	3.7		8.8	11.4	14.7	13.8	13.8	10.6	9.1	5.7	
64—Trail	35	9	22.0	3.7	6.1	9.4	10.8	14.2	13.1	14.3	11.7	8.5	4.7	
65—New Westminster	34.9	9-9.6	22.9	3.7	5.9	8.9	10.1	13.7	12.7	12.6	11.5	6.9	5.4	
66—Vancouver	35.1	9-9.6	22.8	3.7	6	8.9	9.7	13.3	12.3	12.3	11.3	6.9	5.7	
67—Victoria	35.3	9	23.5	3.9	6.9	9.2	10.9	14.1	12.1	12.8	11.4	7.9	5.7	
68—Nanaimo	39.4	9	23.7	3.8	6	9.3	9.6	14.5	12.5	12.7	11.1	8.1	5	
69—Prince Rupert	37	9-10	25	4.1	6	10	10.6	15.6	13.9	14.2	12.1	8.6	5.6	

a. Chain stores, etc., sell bread, undelivered, at lower prices in many cities.

b. Including fancy bread.

c. Grocers' quotations.

d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

ND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1942

Potatoes (d)		Apples		Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 5 lb. tin	
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.											
\$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1-803	39.7	27.9	15.2	12.7	17.2	15.1	11.6	32.0	36.4	+	16.0	+	59.5	
1-972	43.6	24.9	15.0	13.7	16.7	14.9	11.9	38.7	43.0	37.1	16.3	34.3	65.3	1
2-214	47.8		15	12.5	15		13.9	39.2	49.8	36.7	16.1	34.9		2
2-055	42.5		15	15.4	16.5	15	12	38.2	40.5	37.7	16.1	34.1	63	3
1-883	43.4	26.5		13.7	17.3			38.3	43	36.6	15.4	34.1		4
2-077	46.2	22.9	15	13.3	18.2		10.6	41.1	38.9	36.2	16.7	34	68	5
1-617	37							38.6	46	37.7	15.5	33.7	62.9	6
1-987	44.7	25.2		13.6	16.6	14.7	11.2	37	39.9	37.4	17.7	35	67.4	7
1-536	34.8	16.2	15.0	14.1	17.5	15.3	12.4	42.5	54.8	37.8	17.4	34.3	60.8	
1-833	39.1	24.1	15.5	12.8	16.3	14.5	10.5	37.9	41.3	37.1	15.8	34.6	61.7	
1-945	41.5	25.1	13	13.3	16.8	15	10.2	36.2	41	38.1	16.7	36.6	64	8
2-128	45.5	26.8	18	12.6	15.4	13.7	9.9	40.1	41.3	37.9	15.3	33.1	59.6	9
1-908	40.3	20.4		12.6	16.2	14.8	10.7	36.7	44.2	36.3	15.7	34.5	62.4	10
1-35	29				16.6		11	38.7	38.7	36	15.7	34	60.8	11
1-815	38.9	25.4	17.0	12.9	17.6	14.5	9.7	31.4	34.8	35.4	15.7	33.6	59.6	
1-735	38.3			13.5	18.3	15.1	9.9	31.3	36	34.6	16.2	33.4	61.7	12
1-778	38	28.3	16	12.6	16.9	14.6	10.4	29.1	35.5	35.9	16.1	32.6	62.3	13
1-93	43		18	13.5	18.1	14.7	8.8	29.6	35.7	35.8	16	34.1	59.3	14
1-822	37.5			12.5	16	13.9	10	35.5	39.5	36	15.1	35.6	58.1	15
1-796	35.2			13.3	18.9	13.7	9.9	33.2	35.6	36.4	15.2	31.9	59.5	16
1-85	42.7	25.1		13.3	18.3	14.7	10	32.5	35.3	34.8	16.3	33.1	61.7	17
1-443	31.1			12.5	18	14.1	9.1	32.9	36	34.1	16	36.2	59	18
1-977	43	31.9	17	12.5	17.8	13.7	10.1	30.1	29.8	34.2	15.1	32.6	57.4	19
2-00	41.4	28.1		12.7	16.3	16.4	9.4	28.3	30.1	36.9	15.7	33	57.8	20
1-944	42.8	29.6	13.6	12.5	17.0	15.4	10.4	31.4	35.0	35.9	15.5	32.7	58.3	
2-085	45.9	32.1		12	16.2	16.3	9.4	28.1	32.6	36.9	15.8	32.3	59	21
2-075	41.8	30.6		12.4	17.5	14.7	10.8	31.6	37.5	37.3	15.2	31.6	61.7	22
2-167	46.5	26.2	10	12.3	15.5	14.6	9.9	32	34.4	36	15.5	30.7	58.1	23
1-991	44.5	25.3		12.5	18.3	14.8	11	31.5	36.2	35.8	15.8	30.7	57.8	25
1-971	43.5	26.7		12.9	17.3	14.7	10.3	31.4	35.2	35.8	15.4	30.2	60	26
1-854	40.5	25.8		11.8	16.7	14.9	10.5	29.1	33.1	35	15.4	31.9	57.9	27
1-968	44.5	27.8		11.2	16.5	14.6	10.1	30.8	31.9	34	14.7	29.4	55.8	28
2-181	47.1			11.8	17.5	15.4	10.4	32.2	36.7	35.8	15	32.7	54.4	29
2-074	47.7		11.3	13.1	15.6	15.2	10.5	31.5	34.9	35.5	14.5	31.4	57.3	30
1-92	43.7	32.4		12.7	17	14.3	10.2	32.3	33.8	35	14.6	30.7	55.3	31
1-703	35.8			13.2	17.4	14.9	9.6	33.3	34.4	34.3	15	30.9	57.3	32
1-84	42.2			13.6	17.5	14.9	9.9	31.9	36.6	34	14.8	30.1	56.9	33
1-679	35.4	32.1		13.3	16.5	14.8	10.2	30.2	31.7	35.3	15	30.2	58	34
1-672	37.8			13.4	16.5	15.4	9.6	30.3	34.9	33.6	15.2	31.3	58.3	35
1-767	38.5	24.9		12.5	16	14.9	9.4	31.9	33.9	36.3	15.3	29.9	58.8	36
1-775	38.7			11.9	16.7	14.7	9.8	31.9	34.8	35.8	16.1	31.8	58.4	37
1-925	42.8	32.7		12.3	16.5	14.7	10	32.7	33.4	34.9	15.5	30.7	57.1	38
1-946	43.9	36.7		13.3	17	15.2	10.2	36.1	36.8	34.8	15.8	32.3	58.4	39
1-887	39.1	31.5		12.4	17	14.7	9.7	29.9	31.2	34	15.5	30.6	58.9	40
1-97	41.2			11.7	16.5	15.2	9.4	27.6	29.5	34.4	15.5	30.9	57	41
1-872	41.5	29.4		12.6	17.4	15.6	9.6	32	32.8	36.9	15.9	32.9	59.2	42
1-967	43.1			12.4	17	15.3		30.2	36.7	34.9	15.6	31.3	59.2	43
1-988	42.1			13	17.6	17.1	11.6	31.5	36	37.5	16.9	34	61.1	44
1-941	43.4			11.7	16.1	17.6	11.1	30.8	38.5	37.4	15.3	33.1	61.4	45
2-385	53.3	17		14	18.7	16.3		34.3	38.7	37.7	17.6	35.3		46
2-433	54.2	18		12.2	18.2	17.4	12.2	31.1	34.9	37.4	16.8	34	61.4	47
2-174	47.8	28.5		12.7	15.5	15.7	12.7	28.9	35.7	37.3	15.5	30	60.4	48
1-479	35	31.3	12.5	12.1	18.3	18	11.6	33.2	40.3	39.5	14.7	34.1	55	49
1-441	32.3			10	11.5	18.6	12.3	32.6	37.8	37.4	15.1	33.4	57.9	50
-911	22.4		15.0	13.1	17.1	15.6	13.4	31.2	35.1	70.2	16.1	56.2	58.2	
-935	22.7		15	12.5	18.6	15.1	12.5	30.1	33.2	69.6	15.5	55.1	56.9	51
-886	22		15	13.6	15.5	16.1	14.3	32.3	36.9	70.8	16.7	57.3	59.5	52
1-328	29.7		14.9	12.8	16.0	15.7	14.0	30.0	34.3	70.6	17.2	57.3	61.4	
1-217	26.9			13.5	17.1	15	13.5	29.7	31.6	70	16.9	58.1	61.9	53
1-406	32.6		16	12.5	17	16.7	14.6	31.6	36.2	73	18.4	59	64.1	54
1-505	32.5		14.6	13.3	15.4	15.3	13.9	29	34	69.5	16.4	55.9	62.7	55
1-185	26.9		14	11.8	14.6	13.6	14	29.5	35.4	70	17	56	57	56
1-344	31.2		15.3	12.5	18.3	15.0	15.1	27.4	34.4	68.0	17.5	55.3	60.9	
1-347	33.4			11.8	18.1	15.3	14.7	28.8	33.5	67.7	16.9	56	59.8	57
1-543	34			12.9	18.6	15	15.6	29	36.7	69.3	18.3	57.6	64	58
-918	22.3		15	13	18.2	14.3	14.9	27.6	36.7	68.4	16.6	53.1	59.7	60
1-636	37.3		16	11.7	19.3	15.2	14.8	23	30.8	69	18.6	56.8	61.8	61
1-278	29		15	13.2	17.5	14.4	14.0	29.8	35.9	66.9	16.6	52.8	58.2	
1-902	41.9		18.0	13.1	18.1	15.6	15	30	37.5	67.3	18	54	64.5	62
1-219	30.8			13.5	17.8	15	15.5	34.5	41	69	18.5	57.6	64	63
1-603	32.7			11.7	17.7	15	14.4	28.8	37.2	70	18	57.6	58.4	64
1-64	38.5			12.7	19	14.8	11.8	27.3	33.3	64.8	15	49.7	55.7	65
1-871	42		19	12.3	17.3	13.6		27.2	29.9	63.4	15.3	48.8	52	66
2-076	41.3			11	17.1	13.3	13.9	28.9	34.3	64.4	15.2	50.6	53.4	67
2-198	50.6			11.4	18	13.5	13.9	28.5	34.9	67.6	16	50.7	55.8	68
2-196	49.8		15	12.8	18.3	14.2	13.3	28.5	33.4	69	16.8	53.7	61.8	69
2-412	49.6		20	11.2	19.3	15	14.5							

* Ontario and east, 32 oz. jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per 4 lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	\$	\$
Dominion (average).....	8.6	8.4	47.9	83.8	18.0	16.1	4.3	12.8	5.6	16.595b	10.1
Nova Scotia (average).....	8.4	8.2	56.7	84.7	19.1	13.7	4.6	13.0	5.8		8.1
1—Sydney.....	8.6	8.4	54.1	83.2	19.3	15	3.8	12.8	5.8		7.37—7.5
2—New Glasgow.....	8.3	8.1	55.8	84.2	20.9	10	4.6	13.6	6.6		7.05—7.5
3—Amherst.....	8.3	8.1	57.7	85	16.9		5	12.5	5.8		
4—Halifax.....	8.6	8.3	57.7	86.2	21	16	4.8	13.8	5.6		9.22—11.4
5—Windsor.....	8.2	8.1	58.7	85	17.3		4	12.3	5.8		
6—Truro.....	8.4	7.9	56.4	84.4	19.1		5.5	13.1	5.8		
7—P.E.I.—Charlottetown.....	8.6	8.3	59.3	84.2	18.5	15.0	4.3	13.1	5.8	18.400	9.900—10.4
New Brunswick (average).....	8.6	8.3	56.7	84.2	18.6	10.0	4.3	13.6	5.8	18.500	11.1
8—Moncton.....	8.9	8.6	60.1	84.0	19.8		4.5	13.3	5.9		10.47—10.9
9—Saint John.....	8.4	8.3	51	84.6	17.6	10	4.4	12.4	5.9	18.50	12.25—13.0
10—Fredericton.....	8.3	8.3	57.5	83.1	17.5		4.1	12.8	5.8		10.72—11.5
11—Bathurst.....	8.8	8.7	58.3	85	17.5		3.8	12	5.8		10.00
Quebec (average).....	8.1	7.7	46.5	86.6	20.0	13.2	4.2	11.8	5.6	16.489*	9.911
*12—Quebec.....	8.1	7.9	47.1	89.5	20.6	15	4.1	12.9	5.7	16.00	10.50
*13—Three Rivers.....	8.5	8	47.8	89	21.6	15	4.4	12.3	5.7	16.00	8.50—8.77
*14—Sherbrooke.....	8	8	43.3	85.5	19.5	15	4.5	11.6	5.8	17.00	11.00
*15—Sorel.....	7.9	7.6	48.3	87.0	18.5		3.8	10.6	5.3	16.50	9.00
*16—St. Hyacinthe.....	8	7.8	43.7	86.6	20.1		4.5	11.3	5.7	15.75	9.50—11.77
*17—St. Johns.....	7.9	7.8	42.2	84	19.9		4.6	12.5	5.7	15.50	10.00—10.50
*18—Thetford Mines.....	8	7.6	51.5	85.1	20.2	15	4.3	12.2	5.9	13.50	
*19—Montreal.....	7.9	7.7	46.1	83	18.6	16	3.9	11.2	5.3	16.75	8.00—8.55
*20—Hull.....	8.3	8.1	48.9	85.1	22.1		4.1	11.6	5.5	16.40	11.00
Ontario (average).....	8.5	8.4	47.1	85.3	18.8	14.0	4.3	12.5	5.6	16.398	11.988
21—Ottawa.....	8.3	8	47.1	82.9	17.7	13	4.2	11.9	5.7	16.75	11.00
22—Brockville.....	8.2	8	43.8	83.1	20.7		4.3	11.3	5.3	16.00	
23—Kingston.....	8.1	7.9	48.1	83.9	17.9	20	4.6	12.5	5.7	16.00	9.00—9.50
24—Belleville.....	8.6	8.4	47.8	85.1	17.5	10	4.5	12.2	5.9	16.00	10.00—13.00
25—Peterborough.....	8.5	8.4	49	83.5	18.5	12	4.6	12.2	5.5	16.75	13.50—14.75
26—Oshawa.....	8.7	8.4	52.5	86.1	19.4	12	4.3	12.5	5.9	16.00	9.50—10.00
27—Orillia.....	8.3	8.1	48	85	19.1		3.7	11.6	5.6	16.50	10.75—14.00
28—Toronto.....	8.2	7.9	50	85.9	18.1	13	4.1	11.8	5.2	14.75	12.25
29—Niagara Falls.....	8.7	8.7	45.5	86.9	19.3		4.1	12.8	5.9	14.50—14.75g	9.00—10.00
30—St. Catharines.....	8.6	8.4	46.2	87.2	19.2	11.3	4.3	12.2	5.9	15.75g	9.00—13.75
31—Hamilton.....	8.1	8.1	45.6	86.6	18.8	10	4.5	11.5	5.2	15.50	9.50—13.00
32—Brantford.....	8.3	8.2	50.9	87.8	18.3	13	4.3	11.7	4.6	16.00	10.50—13.25
33—Galt.....	8.7	8.5	48.8	86.7	19.9	10	4.1	12.3	5.6	16.00	10.50—13.00
34—Guelph.....	8.3	8.4	46	85.4	18.1		4.2	12.7	5.4	16.00	11.00—13.75
35—Kitchener.....	8.6	8.4	42.8	86.9	19.4		3.8	12.3	5.4	16.00	11.00—13.50
36—Woodstock.....	8.4	8.4	49	84.9	18.1		4.3	12.1	5.7	16.00	10.50—14.00
37—Stratford.....	8.7	8.6	48.5	86.1	18.7		4	13.1	6	16.00	11.50—13.00
38—London.....	8.4	8.3	47.2	88.4	16.8	12.5	4	11.7	5.6	16.50g	10.50—14.50
39—St. Thomas.....	8.6	8.6	48.4	86.9	18.2	12.7	4.3	12.7	6	16.00g	10.00—13.50
40—Chatham.....	8.6	8.4	46.1	85.9	16.6		3.8	12.4	5.2	16.00g	10.00—12.50
41—Windsor.....	8.3	8.1	42.3	81.1	18.7	15	4	11.9	5.4	16.00g	10.50—13.00
42—Sarnia.....	8.8	8.6	46.1	89.2	18.2		4.6	12.9	5.8	16.50	10.75—13.00
43—Owen Sound.....	8.4	8.2	53.8	87.3	19.4		4.7	12.5	5.5	16.50	10.00—12.00
44—North Bay.....	8.9	8.9	55.3	86.6	19.7		4.7	14	5.6	17.25	12.50—15.00
45—Sudbury.....	8.7	8.4	43.6	83	19.6	15	3.8	13.9	5.9	17.75	11.50—15.75
46—Cobalt.....	8.9	8.9	45.6	85	16.7		5	13.3	5.7	19.00	13.50
47—Timmins.....	8.7	8.7	42.7	86.3	20.9	18	4.8	13.7	5.5	19.50	13.00—17.00
48—Sault Ste. Marie.....	8.6	8.5	44	84.6	20.8	16.3	4.2	13.2	5.3	17.00	10.50—13.00
49—Port Arthur.....	8.1	8.1	44	78.9	18.7	20	4.5	12.9	5.3	16.50	11.75—14.75
50—Fort William.....	8.4	8.3	43.8	81.8	20.3	18	4.6	12.2	5.3	16.80	11.75—14.75
Manitoba (average).....	9.1	9.0	44.7	80.3	18.9	14.5	3.9	13.3	5.6	20.000	9.250
51—Winnipeg.....	9.1	8.9	42.2	80.4	18.5	14	4.1	12.5	5.7	6.25—14.25b	
52—Brandon.....	9.1	9	47.2	80.2	19.2	15	3.7	14	5.5	20.00	5.50—11.00
Saskatchewan (average).....	9.4	9.5	45.2	78.6	19.5	18.5a	4.1	14.2	5.5		8.67
53—Regina.....	9.3	9.6	45.9	80.1	19.1	15	3.4	13.7	5.6		5.50—13.00
54—Prince Albert.....	9.7	9.5	42.2	79.2	20.4		4.5	14.4	5.7		10.00—10.00
55—Saskatoon.....	9.3	9.5	47.2	78.4	19.7	20.6	3.9	13.9	5.2		7.25—9.60
56—Moose Jaw.....	9.2	9.2	45.5	76.6	18.7	20	4.4	14.7	5.3		5.40—9.65
Alberta (average).....	9.2	9.2	44.7	79.3	17.7	19.3a	4.0	14.2	5.4		5.31
57—Medicine Hat.....	9.3	9.2	41.9	80.4	15.9		3.4	14	5.2		
58—Drumheller.....	9	9	44.5	79.5	17.5	23	4.5	15.3	5.8	g	4.50—5.50
59—Edmonton.....	9.1	9	45.8	76.3	17.9	15	4.1	13.4	5.3	g	3.25—5.00
60—Calgary.....	8.9	9.1	44.7	80.5	17.8	20	4.3	13.5	5.5	g	6.75—7.75
61—Lethbridge.....	9.6	9.7	46.6	79.8	19.2		3.9	14.6	5.3	g	4.75—5.00
British Columbia (average).....	8.5	8.5	44.5	80.4	19.1	24.2a	4.8	13.6	5.7		10.81
62—Fernie.....	9	9.3	46.3	80.6	17.6		4.7	14.4	5.3		
63—Nelson.....	8.9	8.9	47.3	81.7	18.3	25	5.2	14.5	5.8		9.75—11.50
64—Trail.....	8.7	8.8	43.6	79.9	19.4	25	5.7	14.3	5.4		9.25—10.25
65—New Westminster.....	7.9	7.8	39.7	78.3	18	24	4.2	12.7	5.9		10.50—12.00
66—Vancouver.....	7.9	8	42	76.8	19.1	18	4.5	11.9	5		10.50—12.00
67—Victoria.....	8.9	8.3	46.3	82.8	20.5		4.1	12.7	5.8		10.00—12.25
68—Nanaimo.....	8.4	8.1	45.9	80.7	19.5	28	5	13.5	5.7		9.80
69—Prince Rupert.....	8.6	8.5	45	82.5	20.7	25	5	15.1	6.3		10.75—13.00

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated price per cord from price quoted. d. Including semi-bituminous. f. Higher prices for coal in bags. g. Natural gas used extensively. h. Including lignite. p. Six-roomed houses not extensively occupied by workmen, but some at \$30—\$45, according to condition and conveniences. r. Few six-roomed houses occupied by workmen; rent for 4- and 5-roomed

ND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1942

Coke, per ton	Wood						Matches, per box (300)	Rent	
	Hard (long), per cord	Hard (stove lengths), per cord	Soft (long), per cord	Soft (stove lengths), per cord	Millwood, cuttings, etc., per cord	Coal oil, per gallon		Six-roomed houses with modern conveniences, per month	Six-roomed houses with incomplete modern conveniences, per month
\$	\$	\$	\$	\$	\$	cents	cents	\$	\$
13-651	11-215	13-408	8-263	9-624	8-346	28-2	9-8	25-607	18-835
10-650	6-667	7-833	5-500	6-333	6-167	30-0	10-0	21-417	15-417
8-50-9-50	6-50	8-00	5-50	7-00	7-00	30	10-2	18-00-26-00	14-00-18-00
9-50	5-00	6-00	4-00	4-00	6-00c	30	10-4	15-00-25-00	10-00-15-00
							9-8	15-00-20-00	10-00-17-00
12-80	8-00-9-00	9-00-10-00	6-00-8-00	7-00-9-00	5-00-6-00	30	10	20-00-32-00	15-00-22-00
11-30							9-8	18-00-25-00	14-00-18-00
12-700	9-000	10-500	6-500	7-500	7-500c	20-0	9-8	18-00-25-00	15-00-17-00
13-250	8-500	10-750	6-000	7-000	9-000	28-8	9-8	19-00-25-00	12-00-16-00
12-05g	8-00g	9-00-10-00g	6-00g	7-00g	g	31	9-8	24-125	17-375
13-50	9-00	12-00	6-00	7-00	8-00-10-00c	26-5	9-8	20-00-32-00	15-00-20-00
13-00							9-7	18-00-27-00	16-00-20-00
14-00							9-7	25-00	18-00
*13-667	*12-610	*13-443	*8-750	*9-764	*9-720	27-5	9-8	23-00	16-00
12-00	13-33c	13-33c	12-00c	12-00c	8-25c	26	9-4	24-714	18-250
14-25	8-00	12-00c	8-00	10-00c	8-00c		9-4	23-00-33-00	17-00-23-00
14-75	11-00	12-00	8-00	9-00	9-00	28	9-6	23-00-30-00	18-00-25-00
13-50							9-1		
13-00-13-50	14-00	15-35	10-00	11-35	11-35		9-0	18-00-25-00	14-00-20-00
13-00							9-6		
15-50		9-75c		6-75c		29	9-4	16-00-22-00	12-00-15-00
12-50-13-00	17-33c	18-67c	10-00	11-00	11-00-13-00c	27	9-3	24-00-34-00	20-00-23-00
14-00	11-00-13-00	12-00-14-00	6-00-7-00	7-50-9-00			9-3	18-00-26-00	14-00-18-00
14-353	12-293	14-644	9-750	11-507	9-800	26-6	9-6	27-306	20-283
14-00	13-00	14-00	8-00	9-00	9-00-10-00	28	9-8	20-00-30-00	15-00-20-00
14-00							9-7	18-00-26-00	15-00-18-00
14-00	12-00	16-00	11-00	12-00c	13-00c	25	9-5	25-00-30-00	18-00-25-00
13-00	13-00	14-00	9-00	10-00	11-00	25	9-4	18-00-28-00	14-00-20-00
15-00-15-50	11-00	12-00	7-00	8-00	8-00	22	9-6	22-00-30-00	16-00-20-00
14-50	16-00	17-00	12-00	13-00	9-00	20	9-5	25-00-32-50	15-00-22-50
14-75							9-8	20-00-28-00	16-00-22-00
13-75	14-00	16-00	10-00	12-00	12-00	25	9-1	30-00-40-00	20-00-30-00
8-50-13-50g	g	g	g	g	g	25g	9-7	20-00-32-00	16-00-24-00
13-50g	16-50-18-50	17-00-19-00	13-00	13-50	g	25g	9-7	25-00-37-00	20-00-27-00
13-00							9-4	28-00-36-00	17-00-28-00
14-00	13-00-15-00c			10-00-11-00c		23	9-4	23-00-33-00	18-00-25-00
14-00	17-00-18-00			13-00-14-00		25	9-5	20-00-27-00	15-00-20-00
14-50							9-1	24-00-30-00	18-00-24-00
14-00	13-00-16-00	15-00-18-00	11-00-12-00	13-00-14-00			9-5	22-00-35-00	18-00-24-00
14-00							9-7	20-00-28-00	16-00-20-00
14-00							9-7	21-00-27-00	15-00-21-00
14-00-14-50g	g	18-00g	g	16-00g	g	25g	9-6	27-00-37-00	22-00-27-00
15-00g	g	16-00-18-00g	g	11-00-14-00g	8-00-12-00g	26g	9-7	24-00-32-00	20-00-24-00
14-00g	g	g	g	g	g	25g	9-7	20-00-28-00	15-00-20-00
14-00-15-50g	g	18-00g	g	14-00g	7-00-10-00g	25g	9-5	25-00-37-00	20-00-27-00
14-50							9-6	20-00-30-00	15-00-22-00
14-00							9-2	21-00-27-00	15-00-22-00
15-00							9-9		
15-50-16-50	15-75-16-50c			10-50c	10-50	30	9-8	30-00-40-00	25-00-30-00
				9-00-9-75		30	10		
18-50	10-00	10-50				35	9-6		
12-00	7-00	9-50				26	9-8	22-00-32-00	16-00-22-00
15-50	10-50	11-75	8-00	9-25	6-50c	30	9-9	23-00-33-00	17-00-23-00
15-50	9-00	10-00	8-00	9-00		30	9-8	23-00-33-00	17-00-23-00
14-625			8-275	9-125	8-313	31-5	9-9	26-750	19-500
14-00-15-00			7-00-10-00	8-00-11-50	8-50-9-75	35	9-9	26-00-37-00	18-00-36-00
12-50-17-00			7-80	8-50	7-50	28	9-8	18-00-26-00	14-00-20-00
16-500			7-250	9-250	10-000	27-8	10-0	27-875	20-000
			8-00-9-50	9-00-10-50	10-00	27	10-1	28-00-37-00	20-00-28-00
19-00			5-00-5-50	6-50-7-00		30	10	20-00-29-00	15-00-21-00
			6-50-9-00	7-00-11-00	8-00	29	10	22-00-32-00	17-00-22-00
14-00				11-00-12-00	12-00	25	9-9	25-00-30-00	17-00-20-00
g	g	g	5-000	6-000	4-250	27-8	10-3	26-125	18-625
				g	g		10-3	22-00-27-00	15-00-22-00
g	g	g		g	4-50	30g	10-6		
g	g	g	5-00g	6-00g	g	30g	10	22-00-32-00	15-00-22-00
g	g	g	g	g	g	26	10-1	22-00-30-00	18-00-20-00
					4-00	25	10-5	22-00-32-00	15-00-22-00
10-250			9-031	8-250	5-500	35-0	10-5	23-313	17-688
							10-9	16-00	14-00
10-50			8-00-9-00	9-50-10-25		40	10-6	20-00-30-00	18-00-20-00
			8-50-9-75	9-50-11-25		40	10-7	27-00-32-00	22-00-25-00
10-75				5-00	3-50	30	9-9	18-00-25-00	14-00-18-00
10-75				6-00	4-00	30	9-9	22-00-27-00	16-00-22-00
9-00			7-50	9-00	7-50		10-8	20-00-25-00	15-00-18-00
				5-50			10-6	20-00-25-00	12-00-20-00
			11-00	12-00	7-00	35	11	20-00-30-00	15-00-20-00

modern houses, \$25-\$35 per month, semi-modern, \$10-\$15. s. Delivered from mines. v. Workingmen's houses are mostly of four and five rooms; modern \$24-\$28, semi-modern, \$20-\$24.

* In the province of Quebec a provincial sales tax of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Mar. 1926	Mar. 1929	Mar. 1930	Mar. 1933	Mar. 1937	Mar. 1939	Mar. 1940	Mar. 1941	Feb. 1942	N
*All commodities.....	567	64.0	127.4	155.9	97.3	101.3	95.6	91.8	64.3	85.4	73.2	83.2	85.9	94.6	9
Classified according to chief component material—															
I. Vegetable Products.....	135	58.1	127.0	167.0	86.2	99.9	88.5	84.9	51.8	90.6	60.7	75.0	73.8	82.4	8
II. Animals and Their Products	76	70.9	127.1	145.1	96.0	103.7	110.0	106.1	58.4	74.9	73.3	79.9	85.3	99.1	10
III. Fibres, Textiles and Textile Products.....	85	58.2	157.1	176.5	101.7	103.1	92.8	85.8	67.7	73.9	65.9	84.0	85.3	92.2	9
IV. Wood, Wood Products and Paper.....	49	63.9	89.1	154.4	106.3	100.4	94.9	91.8	62.7	77.3	76.3	86.7	92.4	100.6	10
V. Iron and Its Products.....	44	68.9	156.9	168.4	104.6	100.6	93.5	92.5	85.0	100.1	97.4	102.6	107.5	115.4	11
VI. Non-Ferrous Metals and Their Products.....	18	98.4	141.9	135.5	97.3	103.1	107.1	93.1	59.8	97.6	70.1	76.4	77.7	78.4	7
VII. Non-Metallic Minerals and Products.....	83	56.8	82.3	112.2	107.0	101.7	92.7	93.3	84.8	85.5	85.0	87.7	91.5	99.3	9
VIII. Chemicals and Allied Products.....	77	63.4	118.7	141.5	105.4	99.9	95.0	94.1	81.8	81.6	78.1	85.6	93.3	104.0	10
Classified according to purpose—															
I. Consumers' Goods.....	236	62.0	102.7	136.1	96.9	101.9	94.6	93.3	69.3	78.3	74.1	83.2	86.2	94.9	9
Foods, Beverages and Tobacco.....	126	61.8	119.0	150.8	90.2	102.3	98.8	100.2	59.8	79.4	72.1	79.7	83.4	95.6	9
Other Consumers' Goods.....	110	62.2	91.9	126.3	101.4	101.7	91.8	88.7	75.7	77.5	75.4	85.6	88.1	94.5	9
II. Producers' Goods.....	402	67.7	133.3	164.8	98.8	100.7	96.1	89.5	59.5	88.7	68.1	79.9	81.3	87.2	8
Producers' Equipment.....	24	55.1	81.9	108.6	104.1	103.3	94.1	96.2	87.1	92.3	94.9	96.6	102.4	108.5	10
Producers' Materials.....	378	69.1	139.0	171.0	98.2	100.4	96.3	88.8	56.4	88.3	65.1	78.0	79.0	84.8	8
Building and Construction Materials.....	111	67.0	100.7	144.0	108.7	101.4	100.6	96.1	75.1	97.3	87.4	94.1	100.6	113.3	11
Manufacturers' Materials.....	267	69.5	148.1	177.3	95.8	100.2	95.4	87.2	53.2	86.8	61.3	75.3	75.3	80.0	8
Classified according to origin—															
I. Farm—															
A. Field.....	186	59.2	134.7	176.4	91.2	100.8	88.1	83.1	52.5	85.1	58.9	72.2	72.4	80.0	8
B. Animal.....	105	70.1	129.0	146.0	95.9	104.2	107.0	103.0	59.5	77.1	73.7	82.1	86.2	96.5	9
Farm (Canadian).....	70	64.1	132.6	160.6	88.0	101.0	98.0	91.1	44.6	90.0	65.0	71.3	69.1	78.4	7
II. Marine.....	16	65.9	111.7	114.1	91.7	97.3	105.4	97.4	58.5	66.3	67.7	78.4	83.5	108.5	10
III. Forest.....	57	60.1	89.7	151.3	106.8	100.4	94.7	91.6	63.1	77.1	76.0	86.3	92.0	100.2	10
IV. Mineral.....	203	67.9	115.2	134.6	106.4	101.4	93.5	91.2	80.0	90.0	84.8	89.2	92.9	98.3	9
All raw (or partly manufactured).....	245	63.8	120.8	154.1	94.7	101.7	96.6	89.8	52.1	86.8	65.1	76.3	78.9	87.8	8
All manufactured (fully or chiefly).....	322	64.8	127.7	156.5	100.4	101.5	93.2	91.3	67.8	79.6	73.1	81.9	84.2	91.7	9

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Number of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in Other Countries annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

for any accommodation under certain special circumstances affecting the accommodation.

Retail Prices

Retail meat prices again averaged slightly higher at the beginning of March than one month earlier reflecting continued strength in livestock markets. Supplies of cattle delivered to stock yards and packing plants were, however, more than 20 per cent greater for the first two months of the year than for the same period in 1941 and the marketing of hogs was nearly 10 per cent greater, the latter under the stimulus of bacon requirements for the British Ministry of Food. Sirloin steak averaged 34.1 cents per pound at the beginning of March, 33.9 cents for February and 31.5 cents for March, 1941. Fresh loin of pork was 33 cents, 32.8 cents and 24.8 cents per pound in the same comparison. Bacon at 43.1 cents was unchanged from the previous month as compared with 32.6 for March, 1941. Prices of

fresh eggs at the beginning of March averaged 38.2 cents per dozen, being about 1 cent lower than for the preceding month but nearly 10 cents lower than for March, 1941. Production was reported to be unusually large for the season but exports to Great Britain for the first two months of 1942 were six times those of the similar period in 1941. Slight increases in the price of creamery butter were reported from most cities, the Dominion average being 38.9 cents per pound as compared with 38.4 cents for February and 38.2 cents for March, 1941. Stocks in storage at March 1 showed a seasonal fall from the levels of February 1 but were also considerably lower than at March 1, 1941. The price of cheese at 36.5 cents per pound was unchanged from February as compared with 24.1 cents at March 1, 1941. Production during the first three months of the year was about four times that of the similar period in 1941. Potatoes averaged 39.7 cents for 15 pounds at March 1 as compared with 37.6 for February and 31 cents for January.

prices averaged much lower in the prairie provinces than in other parts of the Dominion. The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of March, 1942: Halifax, \$18.50; Charlottetown, \$17.90; Moncton, \$18.50; Saint

John, \$18.50; Quebec, \$16.50; Three Rivers, \$17.25; Sherbrooke, \$18.75; St. Hyacinthe, \$17.50; Montreal, \$17.75; Ottawa, \$18.75; Kingston, \$18.50; Belleville, \$18.50; Oshawa, \$18; Toronto, \$16; St. Catharines, \$18; Hamilton, \$17.50; Brantford, \$17.75; Galt, \$17.50.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October, 1941, issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources, the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 158.5 for February, an increase of 1.3 per cent for the month and of 6 per cent over the February, 1941, level. As compared with January, prices were 3.5 per cent higher for food and tobacco, due to an increase of 12.6 per cent in prices of cereals. Industrial materials and manufactures were only slightly changed in this period.

The *Statist* index number, on the base 1867-1877=100, was 148.6 at the end of January, an increase of 1.4 per cent for the month. Foods were 2.6 per cent higher, due to the advance of 5.1 per cent in vegetable foods. There were only minor changes in industrial materials groups except sundries which were 2.5 per cent higher owing to a substantial rise in imported timber prices.

COST OF LIVING.—The index number of the *Ministry of Labour Gazette*, on the base July, 1914=100, was 200 at February 1, showing no change from the previous month. There were slight advances in the clothing and sundries groups.

South Africa

WHOLESALE PRICES.—The index number of the Census and Statistics Office, on the base 1910=1000, was 1475 for December, a decrease of 0.5 per cent for the month. The principal decreases were in the "grain, meal, etc." group and in groceries.

COST OF LIVING.—The official index number of retail prices, on the base 1938=1000, was 1106 for December, showing practically no change from the previous month.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926=100, was 96.7 for February, an advance of 0.7 per cent for the month. With the exception of a very slight decrease in fuel and lighting materials and of no change in the miscellaneous group, all groups showed a small advance.

COST OF LIVING.—The Bureau of Labour Statistics index number, on the base 1926=100, was 112.6 at February 15, an advance of 0.6 per cent for the month. There was no change in the "fuel, electricity and ice" group, but all other groups showed increases, the largest of which was one of 2.6 per cent in clothing and of 1.7 per cent in house furnishings. Food was 0.5 per cent higher.

The National Industrial Conference Board index number, on the base 1923=100, was 95.2 for February, an advance of 0.7 per cent for the month. Clothing was 2.5 per cent higher, all other groups showing only fractional increases.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Injury from Lightning not Compensatable under New Brunswick Act

That the dependents of a man killed by lightning in the course of his employment are not eligible for compensation under the Workmen's Compensation Act was the decision given by Chief Justice Baxter of the New Brunswick Court of Appeal. The question was referred to the Court by the Workmen's Compensation Board.

The man, employed in cutting logs, was killed by a lightning-bolt when he took shelter under a tree. Although the death was accidental and the accident occurred during the man's employment, it did not arise out of his employment for there was nothing in the nature of his work by reason of which he was exposed to special danger from lightning. It was, therefore, not compensatable for the New Brunswick Act excludes any accident which is due "to a fortuitous event unconnected with the industry in which the workman was employed." *In re Workmen's Compensation Act and claim for compensation by the dependents of Charles Peter Milton*, New Brunswick Court of Appeal, February 22, 1942.

Action for Wages Set Forth in an Agreement Registered under Quebec Professional Syndicates Act Held Prescribed by that Act

On January 14 the Quebec Court of King's Bench unanimously dismissed with costs an appeal from a decision rendered on February 10, 1938, in Montreal Superior Court rejecting a claim of a bricklayer for the difference between the wages he received and those to which he claimed he was entitled by virtue of a collective agreement which had been registered under the Professional Syndicates Act.

The appellant was employed by the respondents from September 15 to November 13, 1930, from June 17 to December 30, 1931, and from February 1 to May 23, 1934. He claimed that he was a member of an affiliate of the syndicate which concluded the agreement, though this was denied by the respondents. He further claimed that the agreement called for a rate of \$1.20 per hour, and that he received this rate only during the first of the three periods, receiving \$1 and 35 cents during the other two. The trial Judge dismissed the case on the ground that, whatever the validity of the claims, the action was prescribed by an interpretative paragraph which was added in 1936 to section 21 of the Professional Syndicates Act. The paragraph states that actions which arose out of a collective labour agreement before November 12, 1936,

have always been subject to one year's prescription, where the engagement has been for less than one year and to two years' prescription in all other cases.

The question at issue in the appeal was when the period of prescription commenced. The general rule is that it begins as soon as there is a right of action, in this case, as soon as the appellant received lower than the stipulated rate. The appellant argued that he was engaged for the duration of the work to which he was employed and that therefore prescription ran until the work ceased, until May 1934. The Court held, however, that the employer was at liberty to lay him off at any time, and that there was no obligation to re-employ him. The third period of employment began less than two years before the action was initiated, but it was clearly an engagement for less than one year and was therefore subject to one year's prescription.

Mr. Justice Surveyer gave additional reasons for judgment. He concurred in the above reasoning, but added that the question was too important to be decided purely on a plea of prescription. He held that the agreement to which the appellant referred had been annulled in March, 1931, the rate of \$1.20 being lowered, after negotiations, to \$1. In 1934 the rate of \$1 was also abandoned. It was merely a case of the union relaxing the conditions imposed on the contractor when it saw that the higher rate would lead to a cessation of the work. *Paquette v. Damien Boileau Ltée and Others*, (1942) *Rapports Judiciaires de Québec* Cour du Banc du Roi 77.

Uncertificated Painter in City where Certificate Required not Entitled to Wages Prescribed under Quebec Collective Agreement Act

On February 13, Mr. Justice Verret in the Superior Court of the District of St. François dismissed an action by a Sherbrooke painter for recovery of the difference between the wages he received and those he claimed he should have received under the collective agreement for the construction industry in the Eastern Townships, which had been generalized by an order in council under the Collective Agreement Act. He was paid at the rate of 50 cents per hour whereas the agreement provides for a rate of 65 cents. He did not, however, hold a certificate of qualification, whereas a decree of the Joint Committee for the industry, approved by the Lieutenant-Governor in Council, made such certificates obligatory in towns of over 5,000 inhabitants, and art. 34 of the Act provides that in municipalities

where a certificate is obligatory no person without such certificate may "avail himself of any recourse provided under this Act." The Court held, therefore, that the plaintiff was entitled only to the wages for which he had contracted. The plaintiff submitted that he did not need a certificate since he was an independent contractor and licensed as such by the municipality. This argument was rejected, *Boisland v. Echenberg*, (1942) *Rapports Judiciaires de Québec*, Cour Supérieure 57.

Contractor Held not Responsible for Payment by Sub-contractor of Rates Prescribed under Quebec Collective Agreement Act

On November 8, 1940, Mr. Justice Chase-Casgrain in Montreal Superior Court dismissed an action by the Joint Committee of the Construction Industry against a general contractor and sub-contractor for recovery of wages which it was alleged should have been paid to the employees of the sub-contractor. The action against the sub-contractor was dismissed on the ground that it had not been proved that the interested workers had, in accordance with the Collective Agreement Act of 1937, taken proceedings against him within one month. With regard to the principal contractor, it was held that he had merely contracted for certain work to be done. He had provided the money necessary for the payment of the wages, but was not in a position to verify the hours worked and thus to see that the workers received the wages required by the law. *Comité Conjoint des Métiers de la Construction v. Beauparlant et Normand et un Autre*, (1942) *Rapports Judiciaires de Québec*, Cour Supérieure 30.

Worker in Montreal not Entitled to Damages for Accident Caused by his own Negligence

On October 23, Mr. Justice McDougall in Montreal Superior Court dismissed a claim for damages by a worker in a butcher shop who had had his finger partially amputated by a mincing machine. The accident occurred when the plaintiff failed to use the pusher provided for inserting meat in the machine. The Court held that the machine was not dangerous in itself, that the plaintiff had been instructed as to its proper use, and that the accident was due to his own negligence. *Gravel v. Toupin*, (1942) *Rapports Judiciaires de Québec*, Cour Supérieure 25.

Refusal by Dockers to Handle Goods in Order to Aid Fellow-Members of Union not Actionable in Great Britain

On December 15 the House of Lords dismissed with costs an appeal from a decision

of the Court of Sessions refusing to interdict two officials of the Transport and General Workers' Union from instructing dockers in the union not to handle tweed or yarn belonging to the plaintiffs. The plaintiffs were seven producers of tweed cloth in the Island of Lewis in the Outer Hebrides.

The embargo had been imposed by the union during an attempt to organize the hand-weaving crofters on the island. Ninety per cent of the spinners employed by the five spinning mills on the island were members of the union but only a small percentage of the weavers. In 1935 the union had asked the mill operators to employ only members of the union and to raise the spinners' wages, but the operators considered it impossible to accede to either request because of the competition of producers such as the appellants who received cheap supplies of wool from the mainland and farmed it out among the crofters. To secure collective bargaining on the island between all employers and employees, the union suggested to the mill-owners that it should take action to enforce a minimum selling price and the exclusive use of island wool. After protracted discussions the dockers, who were members of the union, were instructed not to handle the yarn of the appellants.

The appellants then charged that there was a combination between the union and the president of the millowners' association to impose the embargo, but it was held that though the president approved of the embargo and was willing to employ only union members if his rivals were compelled to buy yarn from the mills, there was no evidence to show that the embargo was imposed as a result of any agreement with him. In the argument it was conceded that since the respondents were sued as individuals and not in any representative capacity, the case did not involve the provision of the Trade Disputes Act, 1906, which prohibits any action for tort against a trade union or representatives of a union on its behalf.

The question was whether the respondents had committed a tort at common law against the appellants by interfering with their trade. It was held that the test in determining whether a combination to do an act which damages others is actionable is not the result to the injured party of the combined action but the real object in the minds of the combiners. If the predominant purpose is to damage another person and damage results, that is tortious conspiracy. If the predominant purpose is the lawful interest of the combiners, it is not a tortious conspiracy, even though it causes damage to another person.

In the present case the combination was not unlawful since

the predominant object of the respondents in getting the embargo imposed was to benefit their trade union members by preventing undercutting and unregulated competition and so helping to secure the economic stability of the Island industry. The result they aimed at achieving was to create a better basis for collective bargaining, and thus directly to improve wage prospects. (Lord Simon).

The fact that the embargo was for the benefit not of the dockers themselves but of the textile workers was irrelevant:

It is not necessary to a defence to a suit by the person injured by a combination that there should be a complete identity of interest between parties to that combination. There must, however, be sufficient identity of object, though the advantage to be derived from that object may not be the same. (Lord Wright). *Crofter Hand-Woven Harris Tweed Company, Limited, and others v. Veitch and another* (1942) 58 Times Law Reports 125.

Agreement Allowing Workers to be Represented only by Union Making Agreement not Discrimination under British Trade Disputes and Trade Unions Act, 1927

On January 15, the House of Lords reversed a decision of the Court of Appeal and gave judgment in favour of the London Passenger Transport Board, a public authority constituted by Act of Parliament, in an action brought by one of the Board's employees for a declaration that a certain provision in a collective agreement between the Board and the Transport and General Workers Union was void as being contrary to sec. 6 (1) of the Trade Disputes and Trade Unions Act, 1927. The section in the agreement to which the respondent took exception provides that where a disciplinary action is appealed to a disciplinary board the employee concerned may be accompanied by a representative of the Union. Sec. 6 (1) provides:

It shall not be lawful for any local or other public authority to make it a condition of the employment or continuance in employment of any person that he shall or shall not be a member of a trade union, or to impose any condition upon persons employed by the authority whereby employees who are or who are not members of a trade union are liable to be placed in any respect either directly or indirectly under any disability or disadvantage as compared with other employees.

The respondent had been a member of the T.G.W.U. but had joined the National Passenger Workers' Union in 1938. In 1939 he had occasion to appeal to the disciplinary board, but was refused permission to have the secretary of his own union accompany him on the ground that only officials of the T.G.W.U. may represent employees before disciplinary boards. The T.G.W.U., on the other hand, refuses to represent any employees except its own members in good standing. The respondent charged that an implied con-

dition was thereby imposed on employees which placed them at a disadvantage as compared with employees who were members of that union.

It was held, through Lord Russell of Killowen, that the clause in the agreement did not involve the imposition of a condition contrary to sec. 6 (1). The prohibition in the section applied to the authority only; the authority was not permitted to impose a condition on its employees, but the employees or their union might, if strong enough, impose a condition on it. In a case where a prosecution for misdemeanour was possible words of prohibition must be interpreted strictly, and "imposed" could not be defined as "imposed or assented to." The appellant Board had a common law right to hear or refuse to hear representatives appearing for employees. No doubt members of the Transport Union, by virtue of the Board's assent to a modification of this common law right, had a privilege which the other employees did not have. There was, however, no express condition in the clause in question which took away from any person any right he already had. Contrary to the contention of the respondent, moreover, there was no implied condition that a worker could not be represented unless he was a member of the T.G.W.U. No term can be implied in a contract except where it is necessary to give the transaction the efficacy which both parties obviously intended. In the present case the alleged implication would leave the rights of persons not members of the Transport Union exactly where they were without it, so that the implied provision was not only not necessary but would be entirely without effect. In the absence of any such negative implied term no condition of the nature alleged could be found.

It was stated through Lord Wright that: The privilege [of being represented] was given to all employees without exception. The alleged difficulty sprang not from any construction of the words themselves but from the circumstance, external to the contract, that the Transport union would not (unless it changed its rules or practice as it was free to do) allow its officials to accompany or represent on appeals employees who were not members of the union or members who were in arrear in payment of their subscription. There was nothing in the contract itself which disabled any employee from enjoying the privilege.

Lord Russell of Killowen also raised the question whether the action was rightly brought. He stated that since the respondent claimed no right for himself but merely sought to deprive others of a right and since in fact there had been no interference with an existing right of his, he was not competent to sue without joining the Attorney-General. *London Passenger Transport Board v. Moscrop*, (1942) 58 Times Law Reports 120.

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